



## Leslie L Abbott

Partner, Employment Law Department  
leslieabbott@paulhastings.com

**Leslie Abbott** is a partner and co-chair of the Los Angeles Employment Law Department of Paul Hastings, where she has practiced since 1991. Ms. Abbott represents employers in all aspects of employment law in industries including retail, technology, manufacturing, entertainment, finance, insurance, health care, real estate, hospitality, and many others.

Ms. Abbott co-chairs the firm's nationwide Wage and Hour practice group. She focuses her practice on defending complex class and PAGA representative actions. She handles investigations and audits by the Department of Labor and the California Division of Labor Standards Enforcement, provides advice and training on wage and hour best practices, and conducts pay and classification compliance audits.

Ms. Abbott also handles complex individual and systemic discrimination lawsuits and government investigations. She advises extensively on disability and leave laws.

### Recent Representations

- Defeated class certification on behalf of Southern California Gas Company in a case alleging that breaks were not duty free and uniform donning and doffing time was unpaid; denial of certification affirmed on appeal.
- Defeated class certification and PAGA representative status on behalf of Activision Blizzard, Inc. in a case claiming that warehouse workers were not paid for all time worked and should be provided "suitable seats."
- Won summary judgment for Advantage Sales & Marketing LLC in a PAGA "suitable seats" case involving thousands of employees who worked in various retail stores throughout California; unanimously affirmed on appeal.
- Won summary judgment for Alaska Airlines in a nationwide class action challenging the industry-wide practice of not paying wages to flight attendant trainees.

### Los Angeles

T: 1(213) 683-6310  
F: 1(213) 996-3310

### Practice Areas

Employment Litigation  
Employment Counseling and  
Preventive Advice  
Employment Law  
Appellate Litigation  
Litigation

### Admissions

California Bar

### Education

Loyola Law School, Los Angeles, J.D. 1991  
University of California, Berkeley, B.A. 1983

## **Leslie L Abbott** (Continued)

- Obtained unusual pre-hearing dismissal from California Labor Commissioner of minimum wage assessment against BYD Motors in a matter that received international media attention.
- Persuaded EEOC to dismiss its nationwide investigation of client's disability accommodation policies and practices.
- Achieved walk-away dismissals of class claims for numerous clients, and extensive experience negotiating favorable settlements.
- Negotiated settlement with Department of Labor regarding thousands of call center employees nationwide.

### **Accolades and Recognitions**

- Chambers USA, Labor and Employment
- Selected in Daily Journal's 2015 list of "Leading Labor and Employment Lawyers in California"
- Selected in Daily Journal's 2014 lists of "Top 100 Women Litigators" and "Top Labor and Employment Lawyers"
- Selected eleven consecutive years for The Best Lawyers in America
- Fellow of the College of Labor and Employment Lawyers
- Recognized by corporate counsel in The Legal 500

### **Speaking Engagements and Publications**

- Frequent speaker for Paul Hastings Wage and Hour Forum
- Leading Age Annual Conference, "California Employment Law for Care Providers: Lawsuit Prevention and Cures" (May 2016)
- Strafford Publications Webinar, "Defending California Wage and Hour Litigation Amid New Legislation and Court Decisions" (October 2015)
- Professional Education Broadcast Network, "Americans With Disabilities Act Update" (October 2015)
- JAMS Arbitration, Mediation, and ADR Services, "Tips for Mediators" (October 2015)
- California State Bar Association, 5th Advanced Wage & Hour Conference, "Are You My Employer? An Updated Examination of the Employment Relationship" (July 2015)
- Los Angeles County Bar Association, "Nuts & Bolts: Wage-Hour Law in California" (November 2014)
- Employment Law Roundtable, "Wage and Hour Update," "Contingent Workforce Issues," and "Hiring and Termination Checklist" (February 2014)
- Los Angeles County Bar Association, Moderator, "Enforcement Initiatives, Systemic Cases, and Advanced Topics in Disability Law" (May 2013)
- JAMS Los Angeles Resolution Center, "Panel Discussion on Private Attorney

## **Leslie L Abbott** (Continued)

General Act (PAGA) Claims” (February 2013)

- California Employment Law Council, “Practical and Legal Issues in Dealing with the Disabled Worker” (November 2012)
- Orange County Bar Association, “Developing Issues In PAGA” (September 2012)
- Matthew Bender’s California Labor and Employment Law Bulletin, “A Win for Employers In Brinker. Meal Periods in California Need Not Be Ensured or Furnished on a Rolling Five-Hour Basis” (April 2012)
- Practical Law Company, “2012 Resolutions: Ensure Proper Exempt Classification of Employees,” [practicallaw.com](http://practicallaw.com) (December 2011)
- Bridgeport Continuing Legal Education, Eighth Annual Wage and Hour Litigation Conference, “The Emerging Use of PAGA, 17200, and Other Issues Specific to Wage and Hour Cases” (December 2011)
- Bureau of National Affairs (BNA) Webinar Series on Litigation Risk Management, “Employee Classifications: Best Practices for Identifying and Managing Risks” (November 2011)
- California State Bar Association, First Annual Wage and Hour Conference, “Damages Analysis and Settlement of Class Actions” (August 2011)
- California State Bar Association, Annual Meeting, “California Wage and Hour Update” (September 2010)

### **Professional and Community Involvement**

- Los Angeles County Bar Association, Member of the Executive Committee and Coordinator, Symposium Committee
- Member of the Women Lawyers Association of Los Angeles
- Pro bono representation for the Bob Hope USO of the Greater Los Angeles Area
- Volunteer Mediator, Los Angeles County Bar Association CRASH Settlement Program

### **Education**

- Loyola Law School, J.D., 1991 (Order of the Coif)
- London School of Economics, Diploma in International and Comparative Politics, 1985
- University of California Berkeley, B.A., 1983

## **News**

**May 01, 2019**

Paul Hastings Practices and Lawyers Score Top Rankings in Chambers USA

## Leslie L Abbott (Continued)

2019

### **May 11, 2018**

Paul Hastings Practices and Lawyers Score Top Rankings in Chambers USA

2018

### **June 05, 2017**

Paul Hastings Practices and Lawyers Score Top Rankings in Chambers USA

2017

### **June 08, 2016**

Paul Hastings Practices and Lawyers Score Top Rankings in Chambers USA

2016

### **June 05, 2013**

Paul Hastings Extensive Practice Strength Highlighted in The Legal 500 United States 2013

### **June 01, 2011**

Paul Hastings Soars in 2011 Edition of Legal 500 US

### **August 16, 2010**

Best Lawyers Names 91 Lawyers to 2011 Edition of Rankings

### **June 07, 2010**

Paul Hastings Excels in 2010 Edition of Legal 500 US

### **January 06, 2010**

Paul Hastings Selected as The American Lawyers Labor & Employment Litigation Firm of the Year

### **June 17, 2008**

Paul Hastings Attorneys Recognized as Super Lawyers and Rising Stars in Northern California, Southern California, Georgia, Illinois, New York and Washington, D.C.

### **December 11, 2007**

Paul Hastings Advises Con Edison in \$1.477 Billion Sale of Generation Projects to North American Energy Alliance

### **May 20, 2007**

## Leslie L Abbott (Continued)

Paul Hastings Attorneys Recognized as Super Lawyers in Southern California, Connecticut, Georgia, New York, San Diego and Washington, D.C.

### Insights

**May 10, 2019**

Vazquez v. Jan-Pro Franchising Int'l, Inc.: More Than Just Retroactive

**August 01, 2018**

Prior Salary in Employment Decisions: California Changes and Attempts to Clarify Recent Salary History Ban and Fair Pay Act Legislation

**May 01, 2018**

California Supreme Court Replaces Tests for Determining Independent Contractor Status

**April 19, 2018**

Preparing for Dynamex: California Supreme Court Set to Decide Legal Standard for Determining Independent Contractor Status

**November 16, 2017**

No Corporate Tax Deduction for Sexual Harassment or Sexual Abuse Settlements?

**May 12, 2017**

California Supreme Court Answers Unsettled Questions Regarding California's "Day of Rest" Requirements

**May 19, 2016**

Department of Labor Issues Final Rule Significantly Increasing Salary Thresholds for Overtime Exemptions

**March 07, 2016**

Understanding The DOL's Proposed Regulations On Paid Sick Leave For Federal Contractors

**July 02, 2015**

Department of Labor Proposes New Salary Thresholds for Overtime Exemptions and Seeks Comments on Duties Tests

## **Leslie L Abbott** (Continued)

**February 27, 2013**

Supreme Court Limits State-Action Immunity in Hospital Merger

**February 25, 2013**

New Tax Rules for Bonds Issued by Italian Non-Listed Corporations - A Foreign Investor's View

**February 21, 2013**

The FAA after *American Express Co. v. Italian Colors Restaurant*

**February 11, 2013**

Indicting a Foreign Company: Satisfying the Technical Requirements of Criminal Rule 4 by Resorting to the Civil Alter Ego Doctrine?

**April 13, 2012**

A Win for Employers in Brinker: Meal Periods in California Need Not Be Ensured, or Furnished on a Rolling Five-Hour Basis

**December 13, 2011**

2012 Resolutions: Ensure Proper Exempt Classification of Employees

**November 07, 2007**

California Meal Period Compliance Update: Three New Cases Offer Guidance on the Provide Versus Ensure Debate

**February 27, 2006**

Wage and Hour Law 2005 - The Year in Review

**November 15, 2005**

United States Supreme Court Holds that Walking Time Can Be Integral and Indispensable" to a Principal Activity and Compensable Under the FLSA

**January 01, 2002**

Amendments to California Law Impose Additional Responsibilities on Employers

**November 01, 2000**

Amendments To California Law Recently Signed By Governor Davis Will Expand Employee Rights

**Rankings & Awards**

## **Leslie L Abbott** (Continued)

**April 26, 2019**

Recognized by Chambers USA 2019

**May 15, 2018**

Recognized by Chambers USA 2018

**June 05, 2017**

Recognized by Chambers USA 2017

**June 08, 2016**

Recognized by Chambers USA 2016

**June 03, 2015**

Recognized by the Daily Journal's as Top Labor and Employment Lawyers for 2015

**May 07, 2014**

Recognized by the Daily Journal as Top Women Lawyers for 2014

**May 24, 2013**

Recognized with an Award for Excellence by Chambers and Partners

**January 02, 2013**

Law360 Awards - Top Practice Groups of the Year

**February 19, 2009**

Paul Hastings partner Leslie Abbott...

**August 25, 2008**

Paul Hastings Recognized by Decideurs Strategie Finance Droit for Superb...

**May 01, 2008**

Ranked 15 in the American Lawyer 2008 AmLaw 100 Survey