



## Jacqueline J. Harding

Partner

[jacqueline.harding@wilsonelser.com](mailto:jacqueline.harding@wilsonelser.com)

Los Angeles, CA – 213.330.8976

Jacqueline Harding is known by firm clients as the “go-to” attorney for all things about employment law. When an international automaker suddenly needed an in-house employment attorney, Jackie was asked to fill in for six months managing all the client’s national and California employment law needs. The client was so pleased with her skillful work, they asked Jackie to stay a little longer. Jackie continued to work for the client for three more years while she also fulfilled her responsibilities as a firm partner.

Jackie’s law practice focuses on labor and employment law in addition to product liability, business and health care litigation. In her practice, Jackie represents clients in state and federal courts, arbitrations, mediations, civil service commission hearings, EEOC/DFEH administrative hearings, and labor commission and OSHA hearings. She has litigated several class action lawsuits brought under the Fair Labor Standards Act.

Prior to joining Wilson Elser, Jackie worked in the Labor Relations Department at The Walt Disney Company, an American multinational diversified mass media company. Before becoming a lawyer, she was a television producer for 13 years, including producing an Emmy award–winning weekly magazine series in Chicago for a major network. In Los Angeles, she and her husband owned several businesses, including two restaurants in a national chain.

While experienced in litigation and workplace consultation, her skills in communicating effectively to various constituencies and resolving problems have also garnered favorable results for clients. They particularly appreciate her ability to understand the facts and nuances of cases, which helps to avoid unnecessary litigation, and prevent future workplace problems.

### **Employment & Labor**

Jackie represents private and public employers and management in all aspects of labor

### **Services**

- Employment & Labor
- Fair Housing & Discrimination Claims
- Intellectual Property & Technology
- Medical Malpractice & Health Care
- Municipal/Local Government
- Canada

relations and employment law. She handles a multitude of issues, including litigation and preventative counseling, wage and hour matters, class actions suits, wrongful termination, employee discipline, executive employment contract disputes, Title VII and the California Fair Employment and Housing Act, sexual harassment training and investigations, workplace violence, drug testing and privacy issues, the FMLA, employee raiding and trade secret protection. Jackie has litigated in state and federal court, at both the trial and appellate levels. She has written numerous employment law articles that appeared in legal and trade journals. She also publishes the firm's California Employment E-Newsletter.

Jackie has litigated several wage-and-hour class action lawsuits brought under the federal Fair Labor Standards Act and the Private Attorneys General Act (PAGA). She also defends private employers. Her clients represent a wide range of industries, including not-for-profit social service organizations, motion picture/television production, banking, telecommunications and health care. She is familiar with labor/employment laws and regulations affecting those industries. Jackie also provides employment law training on discrimination and harassment in the workplace and other related employment issues.

#### **Media Law**

After years of media production experience, Jackie applied her experience to assist media clients in their legal matters. She has handled matters involving defamation and privacy issues, broadcast news gathering and First Amendment rights, the use of releases in broadcast news and entertainment productions, internships and independent contract worker laws, issues arising out of GPS surveillance in the workplace, and media and entertainment labor union contracts and disputes.

#### **Corporate**

Jackie's litigation experience includes copyright and trademark infringement cases for the entertainment and food industries. She has assisted clients in maintaining and enforcing trademark rights, and has consulted on trademark registration issues. She has also defended clients in trademark disputes. While at a major multimedia company, Jackie worked on a copyright and merchandising arbitration involving an animated film. During her career, Jackie has represented clients in a wide range of industries, including non-profit social service organizations, banking, motion picture and television production, telecommunications and health care. She is familiar with labor/employment laws and regulations affecting those industries.

#### **General Liability**

Leveraging Wilson Elser's 40-year record of success helping clients identify and prevent exposures and, if they occur, capably manage reaction and recovery, Jackie helps public- and private-sector clients in mitigating risk and advancing business objectives. General liability coverage is far-reaching, providing protection for employees acting on behalf of the business, anyone legally connected to a business, legal defense expenses during lawsuits, and medical care for the injured or ill claimant.

#### **Municipal**

Jackie has represented public entities and written advisory opinion letters on issues for various municipalities. She has represented the County of Los Angeles, City of Los Angeles, County of San Bernardino, County of Riverside, City of Burbank, Los Angeles

Community College District, Santa Ynez High School District, Conejo Valley School District and the Metropolitan Transit Authority. She has written advisory opinion letters on issues for the Southwestern Community College District, the City of Culver City and the City of Visalia.

## Education

- Southwestern Law School (J.D., 1996)
- University of California, Los Angeles (B.A., 1991)
  - cum laude

## Bar Admissions

- California

## Professional Affiliations

- State Bar of California, Employment Law Section
- Los Angeles County Bar Association, Board of Trustees
- Los Angeles County Bar Association, Employment Law Section
- Black Women Lawyers Association Foundation, Board of Directors
- John M. Langston Bar Association
- Women Lawyers Association of Los Angeles
- International Association of Defense Counsel, chairperson, Diversity Committee
- Los Angeles County Bar Association/Women Lawyers Association of Los Angeles Joint Task Force on Women in the Profession

## Awards & Honors

- Selected for inclusion in *Southern California Rising Stars*, 2009
- Los Angeles Conservancy Service Award, Board of Directors, 2000–2006
- Trial Advocacy Program of the Los Angeles City Attorney's Office and Los Angeles County Bar Association, 120-hour program completed in 2002
- County of Los Angeles Certificate of Commendation, 2000
- Southwestern Law School, Outstanding Alumni of the Year, 2019

# Client Wins

## Harding Secures Victory for Employer Before California Labor Commission

Jaqueline Harding (Partner-Los Angeles) successfully defended a global car manufacturer client before the California Labor Commissioner against a claim brought by a long-term employee alleging wrongful withholding of a nondiscretionary production/performance

bonus and associated waiting time penalties. The employee asserted entitlement to the bonus despite not meeting the program's qualifying criteria.

The California Labor Commissioner ruled in favor of our client, finding that the company's bonus program constituted a clear and unambiguous contractual agreement that specifically outlined the eligibility requirements for who qualified to receive bonuses. The Commissioner noted that, despite multiple discussions with management, the employee failed to meet the performance standards necessary to be eligible for the bonus. The Commissioner issued an Order, Decision and Award denying the bonus payment and waiting time penalties.