

Jennifer C. Terry

PARTNER

Jennifer is a partner in the Labor & Employment practice group. She has been recognized by California's Daily Journal as Top Woman Lawyer and Top Labor and Employment Attorney.



Industries

Fashion & Retail
Media & Entertainment

Practices

Complex Litigation
Labor & Employment

Languages

Spanish

Education

University of California, Hastings College of the Law JD, 1998
University of Utah BA, with honors, 1995
University of Utah BS, with honors, 1995

Offices

Los Angeles

Phone

213.629.7415

Email

jennifer.terry@arentfox.com

Jennifer provides management side defense to employers of all sizes, including those in the areas of retail, food and beverage, transportation and logistics, consumer products, entertainment, and web-based companies. She has extensive experience litigating single plaintiff cases involving sexual harassment, disability, retaliation, and wrongful termination. Jennifer also successfully defends employers against class, collective and representative claims. Jennifer has worked with project management consultants to bring efficiencies to her practice so that there is transparency with respect to both budget forecasting and risk assessment. She strives to understand the hurdles facing in house counsel so that she can be a better partner and meet their needs.

Jennifer provides extensive counseling to her clients to prevent litigation and to update them on the ever-changing trends of California and federal employment law. More specifically, Jennifer counsels in the areas of wage-hour compliance, fair pay, leave law, reasonable accommodations and the interactive process, termination and many other areas. She works closely with her clients in pre and post litigation investigations of employment related complaints, and has an extensive cadre of best practices trainings she provides to human resources professionals, with particular emphasis on sexual harassment, gender bias, and diversity and inclusion in the workplace. Jennifer is a Spanish speaker and can provide investigation and presentation services in both English and Spanish.

Jennifer was honored to be chosen as Arent Fox's 2014 Fellow to Leadership Council on Legal Diversity and continues to participate as an active alum. She is also the LA Office delegate to the national Diversity and Inclusion committee, active on the Associate Development Committee and on the Wellness Committee. Jennifer first-chaired a federal court action under 42 U.S.C. 1983 for use of excessive force against the City of LA and the LAPD on behalf of an incarcerated prisoner, and defends detained immigrants and unaccompanied minors seeking asylum through the immigration court proceedings on a pro bono basis. Jennifer is a certified TAP attorney/volunteer prosecutor through the LA County Bar Association.

Client Work

Jennifer has successfully defended national retailers, restaurant chains, entertainment companies, and multinational entities in arbitration, litigation, mediation and through favorable settlement on numerous matters, including:

- Defense of global biologics company and producer of life saving protein therapies as co-first chair in three week whistleblower trial through verdict; received favorable verdict and shut down plaintiff's counsel's request for fees; served as lead counsel in numerous other single plaintiff cases involving sexual harassment, retaliation, disability discrimination, and failure to accommodate; achieved successful pre-trial dismissals and early settlements through mediation and summary judgment favorable to the client.
- Defense of pharmaceutical retailer in national class action, successfully defeating class claims of misclassification and wage hour violations brought by delivery drivers; forced walk away of individual claims brought by plaintiff.
- Defense of luxury brand fashion retailer in Private Attorney General Act claim alleging meal and rest break violations, and other labor code violations through mediation; secured favorable settlement approved by the Court.
- Defense of international quick service Chinese restaurant with over 1,800 locations in multiple single plaintiff discrimination and sexual harassment cases; achieved summary adjudication of multiple claims and secured favorable zero hour settlement on the eve of trial.
- Defense of fifth largest global fashion retailer as lead counsel in numerous single plaintiff sexual harassment, discrimination, retaliation and wrongful termination cases, arbitrations and EEOC charges; received extremely favorable zero hour settlement with nominal sum on the eve of trial.
- Defense of web-based photo sharing company in numerous cases involving discrimination and harassment, with successful settlements at and prior to mediation.
- Defense of major international denim retailer in multiple single plaintiff discrimination and sexual harassment cases.
- Defense of a major entertainment and theme park employer in multiple actions under California's FEHA alleging age and disability discrimination, retaliation, harassment, constructive and wrongful termination, failure to engage in the interactive process.
- Defense of national quick-serve fried chicken restaurant in multiple actions alleging pregnancy and race discrimination under FEHA; and before California's Labor Commissioner for failure to pay final wages.
- Defense of Mexican finance company in dispute alleging sexual harassment; successful resolution of dispute prior to litigation being filed.

Recent Articles and Legal Updates

- Paid Sick Leave Compliance: Untangling The Complicated Web
- No Fooling: April 1 Compliance Deadline for CA Discrimination and Retaliation Policies
- California's Fair Pay Act: What is it and What Should Employers Do?
- An AB60 Driver's License Doesn't Establish, By Itself, Constructive Knowledge That Your Employee Is Unauthorized to Work in the US
- California Governor Vetoes Bill Seeking To Eliminate Mandatory Arbitration Agreements in Employment

- Say What? Practical Advice for Managing Employees With Discernible Foreign Accents
- The Perils of an English-Only Language Workplace Policy
- Avoiding Findings of Unconscionability in Arbitration Clauses in Employment Agreements

Previous Work

Prior to joining Arent Fox, Jennifer served as a judicial law clerk to the Honorable J. Thomas Greene in the US District Court for the District of Utah. She also worked in the Office of General Counsel of the University of Utah.

Professional Activities

Jennifer served as the Chair of the Board of Directors for the Los Angeles Children's Chorus from 2013-2016, and on the Board for nine years.

Publications, Presentations & Recognitions

Jennifer has been named among the "Top Women Lawyers" in California by the *Daily Journal* in 2017 and has received the 2010 Outstanding Lawyer award for the J. Reuben Clark Law Society, Los Angeles Chapter.

Her speaking engagements include:

- "The Dangers of Dithering: Sexual Harassment and Peer Review in the #MeToo Era," 2019 Medical Staff Leaders and the Law Seminar, February 1, 2019
- "The Nuts and Bolts of an Equal Pay Analysis," 2019 Labor & Employment Law Conference, January 17, 2019
- "Paid Sick Leave Compliance," 2016 California Employment Law Forum, December 8, 2016
- "Joint Employer Liability," 2015 California Employment Law Review, December 10, 2015
- "Strategy, Insight & Counsel in the Multicultural Workplace," 2014 California Employment Law Review, December 4, 2014
- "Get Comfortable! Suitable Seats in the Workplace," 2013 California Employment Law Review, January 16, 2014
- "Social Media Update," 2012 California Employment Law Review, December 6, 2012

Jennifer's published articles include:

- Co-author, "Paid Sick Leave Compliance: Untangling The Complicated Web," *Law360*, May 10, 2016
- Co-author, "The Perils Of An English-Only Language Workplace Policy," *Law360*, July 6, 2015
- Co-author, "Parties Should Consider Judges When Approving Settlements," *Law360*, June 25, 2014

Life Beyond the Law

Jennifer loves to spend time with her family. She believes she will never be too old to be a die-hard concert goer (her kids disagree).

Prior to law school, Jennifer lived in Argentina and Ecuador for several years, and she speaks fluent Spanish.

Bar Admissions

California

Court Admissions

US District Court, Central District of California

US District Court, Southern District of California