

Nina Huerta

Partner

Los Angeles

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Nina is a California litigator who represents companies in class actions, wrongful termination cases, misclassification disputes and other labor and employment cases. Clients turn to Nina for her experience defending companies in their most complex litigation.

OVERVIEW

Nina defends companies in complex and class action litigation, typically involving labor and employment claims. She defends employers in litigation involving wage and hour claims brought under the Fair Labor Standards Act, California Labor Code, and Industrial Welfare Commission Wage Orders. Nina also defends clients against claims arising from alleged worker misclassification, discrimination and harassment, and alleged violations of family and medical leave laws. She has successfully defended insurance companies, energy companies, financial institutions, and health care providers in employment disputes ranging from individual arbitrations to seven-week jury trials. Nina has obtained defense verdicts, defense judgments, and summary judgment dismissals in various employment disputes, including cases where plaintiffs sought over \$100 million in damages were sought.

In addition to litigation, Nina advises employers on employment due diligence and proactive risk management in connection with mergers and acquisitions. Her counseling practice covers hiring and discipline procedures, wage and hour compliance, and leave policies and procedures — helping companies identify and mitigate employment liability before it turns into litigation.

Recognized by *The Best Lawyers in America*® and the *Los Angeles Business Journal*, among others, Nina also oversees the firm's Los Angeles office as managing partner and serves on the firm's Executive Committee.

REPRESENTATIVE MATTERS

- Represented an insurance company against claims of race discrimination under Title VII and obtained a summary judgment dismissal.
- Represented an insurance company in a case brought by a former independent contractor alleging misclassification and age discrimination and obtained summary judgment.
- Represented an insurance company in a case brought by a former independent contractor alleging misclassification, age discrimination, and unpaid wages. The plaintiff sought more than \$8 million in compensatory damages and punitive damages. After a seven-week jury trial involving approximately 30 witnesses, the trial team obtained a defense verdict.

- Represented an insurance company in a case brought by a former independent contractor for fraud and other claims. Obtained a defense verdict after a one-week jury trial.
- Represented an energy company against claims by a former employee for wrongful termination and breach of contract and obtained summary judgment dismissal on all claims.
- Defended a long-term nursing care facility against claims of sex and pregnancy discrimination and obtained a defense verdict at arbitration.
- Represented an energy company in defense of a suit involving the enforcement of restrictive covenants.
- Defended a financial institution against an employee's claims of employment discrimination, failure to provide reasonable accommodation, and violation of wage and hour laws.
- Represented an entertainment industry client in labor commissioner proceedings brought by executives for unpaid wages and obtained a defense judgment on all claims.
- Represented a financial institution in a residential mortgage claim brought by a homeowner and obtained judgment on all claims.

AWARDS

- *Southern California Super Lawyers* (2025)
- *Daily Journal*, Top Verdicts (2023)
- *Los Angeles Business Journal*, Top 100 Lawyers (2023)
- *Los Angeles Business Journal*, Top 100 Lawyers Specialty Award in Champion of Diversity (2023)
- *The Best Lawyers in America*®, Litigation – Labor and Employment (2023-2024); Commercial Litigation (2025-2026)
- *Hispanic Lifestyle*, Latinas of Influence (2021)
- *Los Angeles Business Journal*, Leaders in Law: Labor and Employment (2020)

TOP AREAS OF FOCUS

- Class Action
- Labor + Employment

ALL AREAS OF FOCUS

- Accessible Facilities and Services (ADA Titles II and III)
- Class Action
- Employment Counseling
- Financial Services Litigation
- Independent Contractor Misclassification + Compliance
- Labor + Employment
- Labor + Employment Litigation + Dispute Resolution
- Litigation + Trial
- Wage + Hour Matters

PROFESSIONAL/COMMUNITY INVOLVEMENT

- President and trustee, Mexican American Bar Foundation (MABF)

- Member, Women Lawyers Association of Los Angeles, Racial Justice and Equality Advisory Council
- Member, Los Angeles County Bar Association, Labor and Employment Section
- Member, Latina Lawyers Bar Association
- Speaker and member, National Employment Law Council
- Member, Just the Beginning Los Angeles SLI Steering Committee

EDUCATION AND CERTIFICATIONS

EDUCATION

- University of Southern California Gould School of Law, J.D., 2003
- Arizona State University, B.A., *summa cum laude*, 2000

BAR ADMISSIONS

- California

COURT ADMISSIONS

- U.S. District Court, Southern District of California
- U.S. District Court, Central District of California
- U.S. District Court, Northern District of California
- U.S. District Court, Eastern District of California
- U.S. Court of Appeals, Ninth Circuit

SPEAKING ENGAGEMENTS

- Speaker, “The Art of Depositions: Using Depositions to Win Your Cases,” Los Angeles County Bar Association, May 31, 2025.
- Speaker, “DEI – Now What?” National Employment Law Council Conference 2025, April 10, 2025.
- Speaker, “Case Law and Legislative Developments in Wage and Hour Law,” California Lawyers Association: 14th Annual Advanced Wage and Hour Conference, July 18, 2024.
- Panelist, “ADR Track,” American Bar Association: 15th Annual Labor and Employment Law Conference, November 11, 2021.
- Speaker, “Wage and Hour Hot Topics in the COVID-19 Environment,” National Employment Law Council 2020 Virtual Annual Conference, September 9, 2020.
- Speaker, “Who Gets Origination Credit?” National Bar Association’s Corporate Counsel Division and The ACC Foundation’s Webinar, August 27, 2020.
- Speaker, “Update on COVID-19 Employment Issues,” APCIA Western Region General Counsel Conference Webinar, July 30, 2020.

PUBLICATIONS

- Co-author, “UPDATE On The Families First Coronavirus Response Act (FFCRA) Leave Protections Following Enactment of Consolidated Appropriations Act,” Locke Lord QuickStudy, December 28, 2020.
- Co-author, “Key Questions for Employers Facing COVID-19 (FAQ),” Locke Lord QuickStudy, July 20, 2020.
- Co-author, “UPDATE: Cal-WARN Act Obligations Amended Per Governor’s Executive Order,” Locke Lord

QuickStudy, April 27, 2020.

- Co-author, "San Jose and San Francisco Pass COVID-19 Supplemental Paid Sick Leave Ordinances," Locke Lord QuickStudy, April 21, 2020.
- Co-author, "California Governor Gavin Newsom Signs Executive Order Requiring Supplemental Sick Leave Benefits for Food Sector Workers Impacted By COVID-19," Locke Lord QuickStudy, April 17, 2020.
- Co-author, "UPDATE: Los Angeles City Council Passes COVID-19 Supplemental Paid Sick Leave Ordinance; Mayor's Emergency Order Supersedes," Locke Lord QuickStudy, April 10, 2020.
- Co-author, "Los Angeles Mayor Eric Garcetti Issues Emergency Order Mandating COVID-19 Supplemental Paid Sick Leave and Suspending City Council Supplemental Sick Leave Ordinance," Locke Lord QuickStudy, April 10, 2020.

MEDIA COMMENTARY

- Interviewed, "[Fear no barrier](#)," *USC Gould*, June 21, 2021.