

## Nina Huerta

Partner

Los Angeles

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Clients turn to Nina for her experience defending companies in their most complex litigations.

### OVERVIEW

Nina focuses her practice on defending 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. She also defends clients against alleged worker misclassification, claims of discrimination and harassment, and alleged violations of family and medical leave laws.

In addition, Nina assists companies with employment due diligence and proactive risk management in relation to mergers and acquisitions. She provides counseling and advice to employers on a number of issues, including hiring and discipline, wage and hour compliance, and leave policies and procedures.

Nina also represents mortgage lenders, servicers, and other financial institutions in defending against individual and class action claims for violations of various state and federal laws governing lending and servicing of residential mortgage loans.

### 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.