



Alexandra K. LaFountain

Partner

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Practice Areas

Appellate & Writ Practice | Class Action Defense | Complex Business Litigation | Employment Counseling | Employment Litigation | Food & Agriculture Litigation

Alexandra LaFountain advises clients on a wide array of employment matters and helps them promptly resolve disputes with current and former employees.

In her litigation practice, Alex defends employers in wage and hour class actions and lawsuits involving claims for harassment, discrimination, wrongful termination, and unfair business practices. Alex has experience in all phases of the litigation process, including pretrial pleading and motion practice, written discovery and depositions, expert discovery, and trial. She has also appeared and prevailed in numerous matters before the California Labor Commissioner.

In her counseling practice, Alex provides guidance to public and private employers on a broad range of wage and hour issues. She also helps them design and implement company-wide policies that comply with California's complex labor laws.

In addition to her employment practice, Alex represents clients in a diverse array of appellate matters. She has handled appeals involving administrative law, probate, anti-SLAPP, inverse condemnation, and jury selection issues, among others.

Experience

Employment Litigation and Counseling

- Represented wine company before the Labor Commissioner and obtained complete dismissal of plaintiff's claims after proving he was correctly classified as an independent contractor, not an employee.
- Represented real estate company before the Labor Commissioner and obtained complete dismissal of both plaintiffs' claims after proving they falsified their time entries.
- Represented family-owned orchard before the Labor Commissioner and obtained complete dismissal of plaintiff's claims prior to evidentiary hearing.

- Successfully opposed class certification in several wage and hour class actions involving hundreds of putative class members.
- Conducted extensive workplace investigation relating to sexual harassment allegations made by former employee.
- Drafted employee handbooks for public and private employers to ensure their compliance with all of California's wage and hour, sick leave, and harassment prevention laws, among others.
- Drafted employment and confidentiality agreements to prevent employee disclosure of company trade secrets.
- Drafted commission agreements ensuring clients' compliance with California's inside salesperson and outside salesperson exemptions.
- Advised and ensured clients' compliance with California's Equal Pay Act.

General and Appellate Litigation

- Drafted successful plaintiff's motion for summary judgment obtaining six figure award for client in breach of contract matter.
- Assisted in the defense of municipal utility district against claims for dangerous condition of public property and breach of contract. Member of three-person team that obtained complete defense verdict after two-week jury trial. Presently representing district on appeal.
- Obtained temporary restraining order to prevent dissipation of trust assets in probate matter.
- Drafted successful motion for reconsideration based upon newly discovered evidence in environmental matter.
- Presently representing local non-profit on appeal involving interpretation of California's fair and true reporting privilege.

Professional & Community Service

- Leadership Sacramento, Sacramento Metro Chamber of Commerce, Class of 2022
- Sacramento County Bar Association, Labor and Employment Law Section
- California Lawyers Association, Litigation Section
- Sacramento CASA (Court Appointed Special Advocates), External Relations Committee
- Sacramento Metro EDGE
- *The Georgetown Law Journal*, Staff Member, 2012-2013

- *The Georgetown Law Journal's Annual Review of Criminal Procedure*, Executive Editor, 2013-2014

Education

- J.D., Georgetown University Law Center, 2014
- B.A., *summa cum laude*, University of California at Los Angeles, 2011

Honors & Rankings

- Best Lawyers in America®, Ones to Watch, Labor and Employment Law – Management, Litigation – Labor and Employment, 2024-2025
- *Super Lawyers*, Northern California Rising Star, Employment Litigation: Defense, 2021-2025
- *Super Lawyers*, Northern California Rising Star, Business Litigation, 2018-2020
- *SacTown Magazine* (formerly *Sacramento Magazine*), Top Lawyer, Appellate, Employment & Labor, 2020-2021, 2023-2024
- Phi Beta Kappa Honor Society
- Law Fellow, Assistant Instructor for Legal Research and Writing, 2012-2013
- Georgetown University Law Center, Dean's List
- Georgetown University Law Center, Named Scholar, 2012-2014

Speaking Engagements / Events

- *2025 and Onward – Annual Employment Law Briefing*, Downey Brand In-Person Employment Seminar, January 2025
- *2024 and Onward – Annual Employment Law Webinar*, Downey Brand Employment Webinar, January 31, 2024
- *2024 and Onward – Annual Employment Law Briefing*, Downey Brand In-Person Employment Seminar, January 24, 2024
- *2023 and Onward – Annual Employment Law Webinar*, Downey Brand Employment Webinar, February 2, 2023
- *2023 and Onward – Annual Employment Law Briefing*, Downey Brand In-Person Employment Seminar, January 19, 2023
- *2022 and Onward – Annual Employment Law Briefing*, Downey Brand Employment Webinar, February 11, 2022

- *2021 and Onward – Annual Employment Law Briefing*, Downey Brand Employment Webinar, January 13, 2021
- *A New Year Means New Challenges: 2016 Annual Employment Law Briefing*, Co-presenter, Downey Brand Employment Law Seminar, February 24, 2016

Publications

- *Recent California Labor Law Changes and Their Impacts in the Food and Agribusiness Sector*, 3P Partners Career Resources Blog, February 26, 2024

Legal Alerts

- *Key Changes to PAGA and What Employers Should Know*, July 12, 2024
- *Three Important New Employment Laws Taking Effect on January 1, 2021*, December 7, 2020
- *The United States Supreme Court Holds Title VII of the Civil Rights Act Protects Gay and Transgender Workers*, June 22, 2020
- *The Department of Labor Issues New Regulations on the FFCRA*, April 6, 2020
- *California Supreme Court Holds Apple Employees Must Be Compensated for Time Spent Undergoing Exit Searches*, February 18, 2020
- *ICE Traffic Stops – Now What?*, February 25, 2016