

## Laurent Badoux

Scottsdale, Arizona  
Shareholder

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### Areas of Practice & Industry Specialties

Labor & Employment; Trade Secrets and Employee Mobility;  
Hospitality Industry Law



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Laurent Badoux focuses his practice on employment and labor law, with an emphasis on compensation and employee relations advice. He has a broad range of litigation experience that includes handling some of the largest collective and class actions in Arizona, collective bargaining agreement arbitration, discrimination lawsuits, restrictive covenant enforcement and injunction, and the defense of administrative charges involving various state and federal agencies across the United States.

Laurent has advised domestic and international clients in a variety of industries, including retail and services, hospitality, transportation, trades, governmental affairs, financial services, mining, oil and gas, sanitation, technology, medical devices, health care, and defense contracting. Clients also seek Laurent's guidance on a broad range of topics, including wage and hour compliance, labor relations, harassment, restrictive covenants, trade secrets, unfair competition, privacy of employee and client data, contingent workforce and gig economy arrangements, fiduciary duties of corporate executives and officers, wrongful termination, workplace discrimination and workplace safety. Laurent assists clients with conducting legal compliance audits, providing preventive training to employees and managers, including sexual harassment and implicit bias awareness training, and drafting employee handbooks and policies, executive compensation agreements, and contracts for expatriates, intra-company transfer employees and international consultants.

### Professional & Community Involvement

- Member, Board of Directors, Arizona Autism United, February 2018 – present
- Member, American Bar Association
  - Employment Law Section
  - International Law Section, International Employment Law Subcommittee
  - Litigation Section
- Member, AIJA (Association Internationale des Jeunes Avocats), Labour Law Commission
  - National Reporter to Labour Commission for US, 2012-13
  - Organizing Committee: Lille 2016-Labour Commission Seminar
- Member, State Bar of Arizona, Employment and Labor Law Section
  - Member, Board of Editors, Arizona Employment Law Handbook (2010-2015)
- Member, Board of Directors, Arizona Technology Council, 2014-2016
  - Member, Investment and Education Committee of the AzTech Council (2015-2016)
- Founding Board Member & Charter Representative, International Charter School of Arizona, 2009-2014
- Member, Phoenix Committee on Foreign Relations, 2009-2013

- Former Adjunct Professor, Hospitality Law, University of Nevada

#### Awards & Recognition

- *Best Lawyers/U.S. News and World Report*, Labor Law – Management, listed since 2014
- *Who's Who Legal: Labour, Employment & Benefits*, "Labour & Employment," 2016-2018
- *Super Lawyers/Phoenix Magazine*, Southwest Super Lawyers, since 2012
- *AZ Business Magazine*, "Top Lawyers," Employment and Labor Law, since 2009
- *The Legal 500 United States*, Labor and Employment Litigation, 2014
- *Phoenix Business Journal* "Top Lawyers in Arizona," 2009-2013

#### Publications

- The Next Chapter for Reforming the FLSA White-Collar Overtime Exemptions: The Trump Administration's Proposal for a New Salary Threshold, *Buchalter Client Alert*, March 8, 2019
- Tipping Is The New Wage-And-Hour Battlefield, *Law360*, January 3, 2019
- Badoux: Medicinal marijuana's employment law ramifications, November 27, 2018
- The Consolidated Appropriations Act: Tipping in The Hospitality Industry, April 19, 2018
- Restoring Common Sense To Determining Who is a Tipped Employee. Case Summary: Marsh v. J Alexander's, *Buchalter Client Alert*, September 15, 2017

#### Presentations

- Speaker, "Laurent Badoux and Shaleen Brewer, Speakers at Arizona SHRM Annual State Conference," Glendale, AZ, August 28, 2018
- Panelist, "Employment Law Advocacy Panel," Human Resources Executive Summit & Retreat 2018, February 25, 2018
- Speaker, "Top Ten Changes You Should Make to Your Employee Handbook for 2018," Arizona Society of Human Resource Management Law & Legislative Conference , January 26, 2018
- Speaker, "Variations On Traditional Employment Relationship Models, and Collective Aspects of Flex Work," International Association of Young Lawyers (AIJA) Conference , October 14, 2016

#### Education

Laurent earned his J.D. from Emory University School of Law in 1997 and his BA from the University of Arizona in 1993 with distinction.

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#### Bar Admissions

- Arizona
- Georgia
- Nevada

#### Languages

- French