



Jason L. Morris

Partner

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Jason's practice concentrates on the areas of labor and employment law and business litigation. He represents employers in all aspects of employment litigation in defense of complaints for class action, representative PAGA, and single-plaintiff matters, as well as agency hearings, arbitration, and mediation. Jason has handled all aspects of civil litigation defense from case inception through trial.

Jason provides clients with practical advice on a wide range of day-to-day employment law issues, including: implementing effective human resource policies; complying with federal and state laws, such as those relating to wage and hour issues, disability and family/medical leave laws, and the discipline and termination processes; and drafting employment policies and contracts, such as employee handbooks, employment agreements, independent contractor agreements, arbitration agreements, and severance agreements.

Employment Litigation

Jason defends employers in class, representative, and single-plaintiff actions against claims of discrimination, wrongful termination, harassment, retaliation, unfair competition, wage and hour violations, employee misclassification, and violations of the FMLA, CFRA, pregnancy disability leave laws, and sick leave law. Jason's recent employment litigation matters include:

- Defeated class action claims brought by independent contractors alleging misclassification under *Dynamex Operations West, Inc. v. Superior Court* (2018) 4 Cal.5th 903.
- Defeated class action claims brought by former employee alleging wage and hour violations, including meal periods, rest periods, overtime, and minimum wage violations.
- Navigated clients through representative PAGA action alleging numerous wage and hour violations and negotiated favorable settlements for clients.

- Defended clients in actions alleging claims for race, sex, and age discrimination, race and sex harassment, hostile work environment, retaliation, unfair competition, and wrongful termination.

Employment Policies & Investigations

Jason advises employers and business owners regarding wage and hour audits, employment contracts, independent contractor agreements, employment policies, and employee handbooks. Jason also conducts and assists with internal investigations and training seminars. Jason's recent employment policy and investigation matters include:

- Drafted employee handbooks, employment policies, employee agreements, independent contractor agreements, arbitration agreements, and severance agreements.
- Advised employers regarding pregnancy disability leave, medical leaves of absence, disability accommodation, sick leave policies, acquisition of employees, worker classifications, and employee discipline.
- Conducted investigations of claims of disability discrimination, sexual harassment, exposure to infectious disease, and creation of a hostile work environment.

Business Litigation

Jason represents business owners, entrepreneurs, and executives in pre-litigation and litigation involving claims of misappropriation of trade secrets, breach of contract, unfair competition, fraud, interference with economic advantage, and breach of fiduciary duties. Jason's recent business litigation matters include:

- Prosecuted claims against competitor and former employee for trade secret misappropriation, fraud, and unfair competition.
- Represented start-up and company executive faced with claims of wrongful solicitation of employees, trade secret misappropriation, and breach of fiduciary duties.
- Defended client against claims of fraud, violation of privacy laws, breach of contract, and unfair competition.

Services

- Labor & Employment
- Business Litigation

Awards & Recognition

- Navy and Marine Corps Commendation Medals
- Afghanistan Campaign Medal
- NATO ISAF Medal

- Humanitarian Service Medal

Professional Affiliations

- Adjunct Professor, University of Southern California Gould School of Law
- Orange County Bar Association

Admissions

- California, 2013
- Indiana, 2006
- United States Supreme Court
- U.S. District Court, Central District of California
- U.S. District Court, Northern District of California
- U.S. District Court, Southern District of California
- U.S. Court of Appeals for the Armed Forces
- Navy-Marine Corps Court of Criminal Appeals

Education

- Indiana University Maurer School of Law (*J.D.*, 2006)
- Marian University (*B.A., cum laude*, 2003)

Memberships & Affiliations

- Orange County Bar Association, Labor & Employment Section
- Orange County Bar Association, Business Litigation Section
- Indiana University Alumni Association, Life Member, Current President
 - Orange County Chapter
- November 10th Association, Trustee
- School on Wheels, Volunteer Tutor
- Irvine Korean Cultural Festival, Volunteer

Clerkships

- Honorable Ezra H. Friedlander, Indiana Court of Appeals, 2006-2007

Successes

Product Distributor, Employment Compliance

A very successful product distributor needed assistance in ensuring compliance with California's wage and hour laws. Newmeyer Dillion helped the business transition to a system that helped the business document its compliance, improve its management systems, while at the same time improving employee morale. Newmeyer Dillion then performed a detailed analysis of unique issues affecting executive level staff to make sure the business was fully informed when making key business decisions.

PAGA

Assisted a service client with more than 1,000 employees in resolving PAGA complaints which alleged numerous Labor Code violations regarding minimum wage, overtime, rounding meal and rest breaks, expense reimbursements, and paystubs.

Trade Secrets

Defended an executive accused of misappropriation of trade secrets and unfair competition by his former employer. Negotiated protocols for return of alleged confidential information, release of claims, and ground rules for solicitation of customers.

HUD Regulations

Advised and prepared client for negotiations with representatives at the Department of Housing and Urban Development, United States Congress, and the White House regarding proposed reverse mortgage regulation revisions to be implemented in 2018.

Publications

June 8, 2021

Cal/OSHA revised the Emergency Temporary Standards for COVID-19 Prevention ("ETS") on June 3, 2021

May 27, 2021

Santa Clara County Order Requires Employers to Track COVID-19 Vaccination Status of Personnel (Compliance Required by June 1, 2021)

September 22, 2020

COVID-19 Notice and Reporting Requirements Expand for California Employers

April 13, 2020

Measures Landlords and Property Managers Can Take in Response to a Reported COVID-19 Infection

March 26, 2020

Department Of Labor Publishes Required Families First Coronavirus Response Act Employer Notice Poster

Forbes

March 20, 2020

Time To Hit Pause: What Employers Need To Know About The Families First Coronavirus Response Act

Forbes

March 13, 2020

What to Do While the Fate of AB 51—and Arbitration Agreements—Remains in Litigation Limbo

The Recorder

March 3, 2020

How AB5 Has Changed the Employment Landscape

Forbes

April 11, 2018

Setting New Managers Up for Success

Association for Talent Development

January 11, 2018

5, 4, 3, 2, 1: Happy New...List of Additional Employment Laws You Must Navigate!

News

April 28, 2020

Coronavirus Fuels Debate over California's Independent-Contractor Rule

January 2, 2020

Newmeyer Dillion Announces New Partners Michael Krueger & Jason Morris

November 11, 2017

Honoring Veterans Under Our Roof & Across the World

November 11, 2016

Honoring Veterans Under Our Roof & Across the World

Events

March 6, 2020

Good Morning Anaheim Breakfast

Anaheim Chamber of Commerce

January 23, 2020

ND 2020 Annual Seminar

March 28, 2019

Apartment Association of Orange County Annual Trade Show & Conference

Orange County Fair & Event Center

March 19, 2019

Compliance For California Employers: New Laws & Cases, Emerging Issues

2019 iSolved Compliance Seminar

January 17, 2019

Newmeyer Dillion's 2019 Builder Update

The Pacific Club

February 14, 2018

Newmeyer Dillion's 2018 Builder Update

The Pacific Club

Military Experience

Prior to joining Newmeyer Dillion, Jason served nearly eight years on active duty in the United States Marine Corps as a Judge Advocate. During that time, Jason served at the Pentagon where he advised senior military and civilian leaders, as well as a Senior Defense Attorney and Prosecutor. In the Marine Corps, Jason gained significant leadership experience as well as experience advising large institutional clients regarding a broad range of complex issues, developing and implementing policy, and providing timely and practical advice for stakeholders. He also gained significant trial experience, representing clients in more than 300 cases, including more than 10 trials to verdict.

Jason is also a combat veteran, having deployed to Afghanistan in 2009 in support of Operation Enduring Freedom with 2nd Battalion, 3rd Marines, a Marine infantry battalion. Jason continues to serve in the Marine Corps Reserve.

Teaching

Jason is an Adjunct Professor at University of Southern California Gould School of Law. Jason teaches on the subjects of federal litigation, the Federal Rules of Civil Procedure, and litigation strategy.

Jason also has been a guest lecturer at Emory University School of Law on the subjects of international humanitarian law and military criminal law and procedure.

