



James P. Carter

Principal
Orange County
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Practices

Class Actions and Complex
Litigation
General Employment
Litigation
Wage and Hour

Industries

Life Sciences

Education

Brigham Young University
J. Reuben Clark Law
School
J.D., 1990

Brigham Young University
B.A., 1987

Admitted to Practice

- 9th Circuit Court of Appeals, 1994
- California - C.D. Cal., 1991
- California - S.D. Cal., 1991
- Colorado - D. Colo., 2019
- California, 1990

Languages

French

James P. Carter is a principal in the Orange County, California, office of Jackson Lewis P.C.

He counsels and defends employers in all aspects of employment law, including discrimination, harassment, wrongful termination, retaliation, wage and hour claims, non-compete and trade-secret issues and claims, class action cases, breach of contract claims, disability accommodation, leave of absence, and workers' compensation issues. James represents clients in many industries including financial, bio-tech, restaurant and food, aerospace, high-tech, property management, and insurance.

Litigation Experience

- Settled a wage and hour class action alleging unpaid overtime due to invalid alternative work schedule, missed meal and rest breaks, inaccurate wage statements, and related penalties in the Industrial Construction, Solutions and Supplies industry
- Settled a wage and hour class action alleging missed meal and rest breaks, off-the-clock work, improper wage deductions and unpaid bonuses, inaccurate wage statements, and related penalties for a Medical Device company
- Settled a wage and hour class action alleging unpaid overtime due to invalid alternative work schedule, off-the-clock work, missed meal and rest breaks, unreimbursed expenses and unpaid bonuses, inaccurate wage statements, and related penalties in the Mining industry
- Settled a wage and hour class action alleging unpaid overtime due to misclassification, missed meal and rest breaks, unreimbursed expenses, and unpaid bonuses, inaccurate wage statements and related penalties for a Medical Supply company
- Defeated a class certification of a wage and hour class action alleging unpaid overtime due to misclassification, missed meal and rest breaks, inaccurate wage statements, and related penalties for an Insurance company
- Defeated a class certification in various wage and hour class actions alleging missed meal and rest breaks, off-the-clock work, inaccurate wage statements, and related penalties for a Financial company
- Successfully litigating individual plaintiff cases to judgment, grant of summary judgment, defense awards in arbitration and through mediation

Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law - Management" and

"Litigation - Labor and Employment" (2009-Present)

- *The Best Lawyers in America*®, "Lawyer of the Year: Employment Law - Management" (2015) "Lawyer of the Year: Litigation - Labor and Employment" (2021)
- *Super Lawyers*®, "Super Lawyer" (2017-2018)

Professional Associations and Activities

- Association of Business Trial Lawyers, Orange County Chapter, Board Member
- Orange County Bar Association, Labor and Employment Section, Former Section Chair
- The State Bar of California, Member

Pro Bono and Community Involvement

- Alzheimer's Association of Orange County, Advisory Board Member
- Trabuco Hills High School Educational Endowment, Former Secretary and Board Member

Published Works

- "You Win Some and You Lose Some, but Rarely at the Same Time - *Iskanian* and the California Supreme Court's Conflicting Treatment of Group-Wide Lawsuits," *Orange County Business Journal* (August 18, 2014) [Co-Author]
- "California Employment Arbitration Agreement: What's the Use?" *Orange County Business Journal* (March 21, 2011) [Author]
- *Family and Medical Leave Act and Leave Law*, Thomson/West Desk Book, [Contributing Author]
- *ABA Annual Review - Employment Law Chapter*, [Contributing Author]