



Jamie Gross

Partner

San Diego

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Email



Service Focus

- Counseling and Advice
- Class and Collective Actions
- Employment Discrimination and Harassment
- Litigation and Trials
- Wage and Hour
- California Class Actions and PAGA

Industry Focus

- Energy

Overview

Jamie Gross is a zealous advocate and advisor for local, regional and national employers and companies in a broad range of employment related issues. Jamie is an experienced litigator and regularly handles multi-party complex and class actions litigation throughout California, while also counselling her clients towards risk mitigation and best practices to prevent litigation.

Jamie routinely defends employers in state and federal courts throughout California as well as before the Equal Employment Opportunity Commission (EEOC) and the California Department of Fair Employment and Housing (DFEH). She regularly and zealously defends her clients in all types of wage-and-hour actions including claims for: unpaid wages, unpaid overtime, meal period and rest break violations, failure to reimburse business expenses, failure to pay minimum wages, regular rate of pay issues and wage statement violations whether on an individual basis or in class or PAGA representative matters.

In addition, Jamie maintains a practice defending her clients against claims of wrongful termination, discrimination, harassment (including sexual harassment), retaliation and breach of contract.

In order to best counsel her clients, ensure compliance and mitigate risk, Jamie is a go-to resource for employers and advises her clients on its employee handbooks and related policies, and also provides counseling to employers on a variety of issues, including preventative advice regarding wage-and-hour compliance, investigations of alleged misconduct in the workplace, hiring, discipline and termination practices, leaves of absences, and the interactive process and reasonable accommodations.

Recent Experience

Experience

- Representative counsel for multi-million-dollar nationwide trucking company in class and PAGA representative lawsuits involving claims of misclassification by drivers attacking owner-operator business model based on *Borello* and AB5 with intensive litigation of related issues arising from federal preemption
- Lead counsel in Plaintiff v. Non-Profit Agency: successfully resolved PAGA and individual wage and hour and FEHA claims for \$35,000 on an individual basis with PAGA dismissal with potential PAGA penalties in excess of \$700,000.
- Secured dismissal of class claims on behalf of national restaurant franchisee through enforcement of arbitration agreement in the face of high exposure for Labor Code violations including meal and rest breaks.
- Implemented strategy to defeat class claims arising from alleged misclassification of store managers by roll out of arbitration agreements for national high end jewelry company.
- Lead counsel in Plaintiffs v. Staffing Agency: secured favorable resolution of multi-plaintiff FEHA and wage and hour claims with PAGA representative action for \$40,000 contribution from client despite PAGA penalties valued up to \$3,000,000 and indemnification/contribution claims from on-site employer based on contractual agreement to the same.

Credentials

Education

- J.D., 2014, St. John's University School of Law
- B.A., 2011, University of Maryland

Bar Admissions

- California

Court Admissions

- U.S. District Court for the Southern District of California
- U.S. District Court for the Northern District of California

- U.S. District Court for the Eastern District of California

Recognitions

- Recognized in *The Best Lawyers in America*, Ones to Watch (2025)

Insights

NEWS

12/14/22

Fisher Phillips Elects 22 New Partners Amid Growth for Labor and Employment Counsel

Arit Dilip Butani, Jeffrey M. Csercsevits, Chantell C. Foley, Jamie Gross, Rebecca Hause-Schultz, R. Bryan Holbrook, Megan L. Janes, Garrett S. Kamen, Matthew J. Macario, Bret Martin, Radhika Mehta, Samantha J. Monsees, Brett P. Owens, Lisa Peterson, Deniz Uzel Reilly, Ashton M. Riley, Kristin L. Smith, Monica Snyder Perl, Lauren M. Sobaski, Franklin Z. Wolf, Victor Xu

[Read more →](#)

NEWS

05/23/22

Fisher Phillips Attorneys Interview on Earned Wage Access Programs

Kathleen McLeod Caminiti, Jamie Gross

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EVENT

04/19/22

Is Earned Wage Access the Way of The Future? 5 Tips for Employers Seeking to Attract and Retain Talent Through On-Demand Pay

Kathleen McLeod Caminiti, Jamie Gross

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INSIGHTS

03/30/22

Is Earned Wage Access the Way of The Future? 5 Tips for Employers Seeking to Attract and Retain Talent Through On-Demand Pay

Kathleen McLeod Caminiti, Jamie Gross

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INSIGHTS

03/01/22

Utilizing Diversity and Inclusion Efforts to Attract Talent: An Employer's 6-Step Guide for Navigating the Workforce Shortage

Jamie Gross, Regina A. Petty

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NEWS

12/13/21

San Diego Attorneys Discuss the National Implications of California's PAGA Law

Jamie Gross

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EVENT

12/09/21

2022 Legislative and Case Law Update: In-Person San Diego

James C. Fessenden, Adam F. Sloustcher, Jamie Gross, Sheldon J. Blumling

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INSIGHTS

09/07/21

PAGA Pains Soon Might Not Just Be for California Employers

Jamie Gross

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NEWS

05/14/21

Fisher Phillips Adds Four Employment Litigators in San Diego

Jamie Gross, Lauren Bushman

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