



→ Bianca M. Rodriguez

Associate

Four Embarcadero Center
Seventeenth Floor
San Francisco, CA 94111

T: +1.415.774.3166

F: +1.415.403.6050

bmrodriguez@sheppardmullin.com

Bianca Rodriguez is an associate in the Labor and Employment Practice Group in the firm's San Francisco office.

Areas of Practice

Bianca represents employers in all aspects of labor and employment. Her practice is focused on traditional labor matters. She has assisted clients through union elections, unfair labor practice charges before the National Labor Relations Board, and collective bargaining negotiations. Bianca also has experience defending employers against claims of discrimination, harassment, retaliation, wrongful termination, and wage and hour disputes in state and federal courts as well as before administrative agencies.

Bianca also has expertise in employee benefit litigation, having represented employers in matters that arise under ERISA and the Multiemployer Pension Plan Amendments Act.

Honors

Northern California Rising Star, *Super Lawyers*, 2025

Articles

- Ruling On Labor Peace Law Marks Shift For Cannabis Cos.
Law360, 09.16.2025

Labor & Employment Law Blog Posts

- "California Signs Law Granting State Agency Authority Over Private Sector Labor Disputes," October 2, 2025
- "Oregon Federal Judge Strikes Down State Law Requiring Labor Peace Agreements for Cannabis Licensure and Certification – OLCC Will No Longer Enforce State Requirement," May 30, 2025
- "Acting General Counsel of NLRB Issues First GC Memorandum, Rescinding Controversial Pro-Labor Memoranda," February 26, 2025
- "California Assembly Committee Revives State's Captive Audience Meeting Ban," August 22, 2024
- "The NLRB Implements Its Fair Choice – Employee Voice Final Rule – Effective September 30, 2024," August 19, 2024

- "Federal Judge's Decision Deals Serious Blow to NLRB's Joint Employer Rule and Continued Efforts to Expand Who Constitutes an Employer Under the NLRA," May 22, 2024
- "U.S. District Court Grants 10(j) Injunctive Relief and Requires Employer to Bargain With Union That Lost Secret Ballot Election," May 17, 2024
- "Cannabis Operator Challenges California State Statute and Regulations Requiring Labor Peace Agreements," May 7, 2024
- "Who's a Joint Employer Now? New NLRB Rule Drastically Expands Joint Employer Definition," November 16, 2023
- "Pair of Board Decisions Significantly Limit Employers' Power to Act Unilaterally and Past Practice Defense," September 13, 2023
- "Newly Created NLRB Rules Drastically Change the Process for Unions Seeking Recognition of Most Private Sector Employees in the U.S. and Substantially Limits Employee Voting in Secret-Ballot Election," August 30, 2023
- "SCOTUS Issues Decision Allowing State Court Lawsuit Against Union for Property Damage Caused During Labor Dispute," June 19, 2023
- "NLRB Overturns Standard for Independent Contractor Status Under the NLRA," June 15, 2023
- "NLRB General Counsel Releases Memo Concerning Confidentiality and Non-Disparagement Clauses in Severance Agreements Post-McLaren," March 23, 2023
- "SCOTUS Hears Oral Argument on Whether NLRA Preempts State Court Lawsuits Against Unions for Property Damage Caused During Labor Disputes," January 20, 2023
- "NLRB Provides Off-Duty Contractor Employees With Property Access to Engage in Section 7 Activity," January 4, 2023
- "NLRB Confirms a Return to Union Gerrymandered Bargaining Units," December 16, 2022

Practices

Labor and Employment

Labor Union Management Relations

Education

J.D., University of California, Davis, 2018

B.S., Cornell University, 2015

Admissions

California