



→ Babak G. Yousefzadeh

Partner

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Babak Yousefzadeh is a partner in the Labor and Employment Practice Group in the firm's San Francisco office.

Areas of Practice

Babak represents employers in a full range of employment law matters, with a focus on litigation and class actions. Babak also specializes in litigation avoidance and regulatory compliance counseling. His experience includes advising and litigation on matters involving all forms of discrimination, harassment, retaliation/whistleblower issues; breach of contract disputes; wrongful termination claims; wage and hour issues; independent contractor status; workplace investigations; discipline; grievance; workplace violence; Labor Code violations; and other statutory and contractual obligations. He is experienced with single plaintiff, multi-plaintiff, and class action proceedings, and practices in both state and federal bodies, in all applicable forums.

Babak is also experienced with defending employers at trial, arbitration and administrative hearings (such as before the Department of Labor Standards Enforcement), and has defended repeated claims against employers successfully, obtaining complete defense jury verdicts, arbitration awards, and administrative rulings. He also has successfully defended employee terminations at arbitration on behalf of unionized employers.

Babak frequently advises clients regarding a wide array of labor and employment issues, as well as various regulatory compliance issues, and assists companies with proactively implementing compliance strategies. Babak also routinely gives harassment/discrimination prevention and regulatory compliance trainings, and drafts transactional documents such as employment-related agreements, employee policies and handbooks, and regulatory-based policies and agreement. He also advises unionized employers in the often technical space where traditional labor (collective bargaining agreements) intersect with state statutory employment matters.

Honors

Northern California Super Lawyer, *Super Lawyers*, 2020-2022, 2025

Northern California Rising Star, *Super Lawyers*, 2013-2017

Articles

- Pending NCAA Ruling Could Spell Change For Unpaid Interns
Law360, 03.17.2023

Labor & Employment Law Blog Posts

- "Ninth Circuit Finds Shipping Warehouse Employee Qualified as Exempt "Transportation Worker" Under the Federal Arbitration Act," July 9, 2024
- "What the Third Circuit's Looming Decision Regarding Whether College Athletes Can Constitute "Employees" Will Mean for Universities and Employers of Unpaid Student Interns," January 18, 2023
- "The Ninth Circuit Puts the Brakes on Truckers' California Meal and Rest Break Claims," January 19, 2021
- "Additional Paid Leave for Some San Jose Employees Under the COVID-19 Paid Sick Leave Ordinance," April 16, 2020
- "California Court of Appeal Addresses Unlimited Vacation Policies for the First Time in *McPherson v. EF Intercultural Foundation, Inc.*" April 6, 2020
- "City of San Francisco to Provide Paid Sick Leave for Private Sector Workers Impacted by COVID-19," March 16, 2020
- "AB 51 – Arbitration Under Attack," October 23, 2019

Events

California Labor & Employment Law Update
Webinar, 10.28.2020

Breakfast with Your Labor Lawyer - San Francisco
Spring 2019 Seminar Series
05.09.2019

Labor & Employment Law Update & Happy Hour - San Francisco
Fall 2018 Seminar Series
09.26.2018

Breakfast With Your Labor Lawyer - San Francisco
Spring 2018 Seminar Series
04.17.2018

2017 Leaves And Local Ordinances
Summer 2017

Labor & Employment Law Update & Happy Hour - San Francisco
Fall 2016 Seminar Series
10.13.2016

Breakfast With Your Labor Lawyer - San Francisco
Spring 2015 Seminar Series
05.19.2015

Labor & Employment Legal Update & Happy Hour
Fall 2014 Seminar Series - San Francisco
10.21.2014

Labor and Employment Law Update & Happy Hour Fall 2012 - San Francisco
Hyatt Regency San Francisco, 09.13.2012

Memberships

National President Emeritus of the Iranian American Bar Association, Feb. 2019-present
National President of the Iranian American Bar Association, 2014- Feb. 2019
Board of Directors, Iranian American Bar Association, Northern California Chapter, 2011-present
California Bar Association
San Francisco Bar Association

Practices

Labor and Employment
Labor and Employment Counseling
Labor and Employment Litigation
Wage and Hour Class Actions

Industries

Financial Services
Food and Beverage
Healthcare
Retail, Fashion & Beauty
Sports
Transportation
Trucking and Logistics

Education

LL.M., New York University School of Law, 2010
J.D., University of San Francisco, School of Law, 2004, McAuliffe Honor Society, Senior Staff Editor of the *USF Law Review*, International & Comparative Law Focus with honors
B.A., University of California, Davis, 2000

Clerkships

Extern to the Honorable Charles R. Breyer, U.S. District Court for the Northern District of California

Admissions

California

U.S. District Courts for the Northern, Eastern, Central, and Southern Districts

Languages

Farsi (Persian)