



## → Nina Montazeri

### Associate

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

### Areas of Practice

Nina represents employers in all areas of labor and employment. She has experience defending employers against all aspects of employment-related claims in state and federal courts, including discrimination, harassment, failure to accommodate, retaliation, wrongful termination, and single plaintiff, class action, and representative wage and hour disputes. Nina has experience representing employers in administrative claims before the Equal Employment Opportunity Commission ("EEOC") and Department of Fair Employment and Housing ("DFEH"), and in particular against religious discrimination claims based on COVID-19 vaccine religious exemption denials. She also has traditional labor experience, including arbitration, unfair labor practice proceedings, and litigation related to the National Labor Relations Act (NLRA).

Nina also advises employers of all sizes and businesses in proactive compliance and preventative measures and strategies to minimize exposure to litigation risks and develop workplace policies on a wide range of employment issues, such as prevention of sexual harassment, vacation, paid sick leave, leaves of absences, as well as maintaining a safe and healthy work environment, including compliance with federal, state, and local COVID-19 regulations. Nina also has extensive experience drafting and updated employee handbooks to ensure they are in compliance with local, state, and federal law, as well as industry best practices.

During her time at UC Hastings, Nina received significant hands-on experience in litigation and employment law. Through the Individual Representation Clinic Nina litigated a wage and hour case in Santa Clara Superior Court. She also participated in UC Hastings' Workers' Rights and Wage Claim Clinics. Nina competed on UC Hastings' Alternative Dispute Resolution Team and Client Counseling Team where she won 2nd place at the American Bar Association's Regional Competition.

## Articles

### Labor & Employment Law Blog Posts

- "Mandatory Captive Audience Meetings Are Banned in California in 2025," October 4, 2024
- "NLRB General Counsel Announces Employee Non-Compete Agreements Violate the NLRA," June 12, 2023
- "Challenged – OSHA's Rule Mandating COVID Vaccinations or Weekly Testing for Employers Halted," November 22, 2021

## Practices

Labor and Employment

## Education

J.D., University of California, Hastings College of the Law, 2019

B.A., University of California, Irvine, 2015

## Admissions

California

Northern District of California

Eastern District of California

Central District of California