



## Jennifer L. Yazdi

### Associate

Jennifer represents private and public employers in federal and state court litigation and before administrative agencies regarding discrimination (including race, sex, age, national origin, sexual orientation, and disability), harassment, retaliation, breach of contract, wrongful termination, and numerous other types of employment law matters. Jennifer also handles complex wage and hour class action litigation in both federal and state courts, as well as other representative and collective actions under the California Private Attorneys General Act and the federal Fair Labor Standards Act.

In addition to her litigation practice, Jennifer counsels employers on a wide variety of employment issues, such as hiring practices, employment policies, disability accommodations and leave administration, employee and contractor classification issues, employment contracts, enforceability of covenants not to compete, leaves of absence, terminations, and reductions in force. She specializes, in particular, in advising organizations on the evolving laws and regulations surrounding worker classification since the California Supreme Court Dynamex decision. Jennifer regularly speaks on panels and webinars on the topic.

Jennifer also is a certificate holder from the Association of Workplace Investigators (AWI-CH). Jennifer conducts neutral third-party investigations as to retaliation, discrimination, and harassment claims for both private and public employers.

Previously, her practice focused on consumer financial services litigation, and defense of banks, creditors, and debt collectors against individual and class action claims asserted under the Fair Debt Collection Practices Act, Telephone Consumer Protection Act, the Fair Credit Reporting Act, and related federal and state statutes. She continues to represent national banks and creditors in federal and state court on claims brought under these Acts.

#### Publications

"New California Labor Laws to Look Out For in 2021," *BenefitsPRO* (December 2020)

"Reconciling the Gig Economy in California: Changes to Worker Classification Laws Since AB 5," *Labor & Employment Law Alert* (November 2020)

#### San Francisco

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#### Los Angeles

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#### Firm Leadership

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Pro Bono Committee, Vice-Chair

#### Practices/Industries

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Labor & Employment

Financial Services

"What Employers Should Know About California's Proposed Worker Classification Bill," *BenefitsPRO* (August 2019)

### **Presentations**

"AB 5: Recent Developments," Hanson Bridgett Labor & Employment Mid-Year Briefing (June 2020)

"AB 5 and the 'ABC Test': How California's New Worker Classification Law Will Affect Your Center," California Adult Day Services Webinar (February 2020)

"AB 5: Legal Changes to Worker Classification," Marin County Bar Association (January 2020)

"AB 5: Overview and Insights," Hanson Bridgett 2020 Labor & Employment Seminar (January 2020)

"New Employment Laws," Hanson Bridgett Labor & Employment Seminar (January 2019)

"Gender Bias, Discrimination, and Sexual Harassment in the Work Place: The New Realities," California Adult Day Services Spring Conference (April 2019)

"Independent Contractor ABCs: California's New Test For Classifying Workers," California Adult Day Services Webinar (June 2019)

"Developments with the Regulations of Independent Contractors," Hanson Bridgett Mid-Year Labor & Employment Seminar (July 2019)

"Dangers of Housing Independent Contractors (ICs) in Your HRIS," Openforce Webinar (August 2019)

### **Press**

"Attys Sound Off On Calif. High Court's Worker Status Ruling," *Law360* (January 2021)

"A New Law for Gig Workers Reaches Beyond Ride-Hail Drivers," *Wired* (January 2020)

### **Honors & Awards**

California Lawyers Association, Wiley W. Manuel Pro Bono Legal Services Award (2021)

### **Judicial Clerkships**

Law Clerk to the Honorable Chief Justice Tani Cantil-Sakauye, California Supreme Court (2014)

Law Clerk to the Honorable Justice James Lambden, First District Court of Appeal of California (2013)

### **Education**

J.D., University of California, Davis School of Law (2014)

MSc, London School of Economics and Political Science (2009)

B.A., University of California, Berkeley (2008)

### **Admissions and Courts**

California

U.S. District Court for the Central District of California

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

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

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

U.S. Court of Appeals for the Ninth Circuit

### **Languages**

Persian