HansonBridgett



Josue Aparicio

Partner

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Areas of Focus

- Labor and Employment
- Employment Class Actions

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Josue is a skilled litigator who specializes in representing public and private employers in state and federal employment litigation involving claims of wrongful termination, discrimination, harassment, retaliation, and breach of contract. He also has extensive experience handling complex wage-and-hour class action litigation.

Prior to joining Hanson Bridgett, Josue represented a variety of gig economy workers in class actions involving claims of worker misclassification, overtime, minimum wage violations, and meal and rest period violations, as well as representative actions under the California Private Attorneys General Act (PAGA). As a former workers' rights attorney, he understands the key legal strategies on both sides of employment litigation and applies his unique insight to obtain successful outcomes for his clients.

Using his broad experience, Josue counsels employers regarding workplace policies and procedures, including exempt and contractor classification, drug and alcohol policies (including medical and/or recreational cannabis use), and employee discharge. He is also well versed in drafting and enforcing arbitration agreements and class action waivers in employment disputes. Josue has litigated a number of arbitration-related issues and authored a scholarly article advocating for reform to the Federal Arbitration Act that considers the impact of the gig economy on America's workforce.

Publications

"Navigating the New CDL Regulatory Landscape: What Motor Carriers, Brokers, and Public Transit Agencies Need to Know," co-author, Transportation Legal Alert (January 2026)

"Driving Compliance: English Proficiency Enforcement and its Impact on Trucking Employers," co-author, Labor & Employment Legal Alert (October 2025)

"Weed And The Workplace: California's New Law Protecting Employee Cannabis Use," Labor & Employment Law Alert (September 2022)

"Redefining Misclassification: What Uber and Lyft's Misclassification Battle Means for the Future of California's Gig Economy" (August 2020)

"The Arbitration Hack: The Push to Expand the FAA's Exemption to Modern-Day Transportation Workers in the Gig Economy," *U.S.F. L. Rev.* 397 (May 2020)

"Relief for California Employers Facing Wage Statement Claims," *Law360* (July 2018)

"Growing Concerns: Marijuana Industry Hit with Its First-Ever Product Liability Lawsuit" (October 2015)

Presentations

"Employer Compliance Struggles: Legal Obligations That Employers Continue to Get Wrong," SF Employer Advisory Council (November 2026)

"Recognizing and Reducing Risk & Liability," CALA Spring Conference (June 2026)

"Employment Law Jeopardy: Senior Care Edition," LeadingAge CA Bold Conference (May 2026)

"DOT and CDL Compliance Now: Practical Steps to Reduce Driver and Transportation Liability," Hanson Bridgett Transportation Webinar (January 2026)

"Wage & Hour Minefield: Top Compliance Risks and Litigation Trends for 2025," speaker, San Francisco Employer Advisory Council (April 2025)

"WEED AND THE WORKPLACE: What Employers Should Know About CA's New Protections For Employee Off-Duty Cannabis Use," speaker, San Francisco Employer Advisory Council (November 2024)

"What Employers Need To Know About Artificial Intelligence In The Workplace," co-speaker, CALPELRA (November 2024)

“2024 New California Employment Laws,” Hanson Bridgett 2024 Labor & Employment Seminar (January 2024)

“First Generation Professionals: Turning Challenges into Achievements,” moderator, CMCP Annual Business Conference (September 2023)

“Brave New World: Navigating Employment Laws In The Age Of Pay Transparency & Employee Cannabis Use,” co-presenter, Hanson Bridgett 2023 Labor & Employment Seminar (January 2023)

“Labor Laws in the Time of COVID,” co-presenter, California Association of Health Facilities Symposium (April 2022)

Honors & Awards

40 Under 40, Negocios Now (2025)

Best Lawyers (2023-2024); Best Lawyers: One to Watch (2025 - 2027)

Super Lawyers, Employment Litigation (2020-2023)

Professional Affiliations

California Minority Counsel Program, Annual Business Conference Planning Committee

Bar Association of San Francisco, Member

San Francisco La Raza Lawyers Association, Member

Judicial Clerkships

Judicial Extern for the Honorable Judge Ignazio J. Ruvolo, California Court of Appeal, First District (2017)

Academic Distinctions

Executive Articles Editor, *Golden Gate University Law Review*

Witkin Award in Trial Advocacy

Jon H. Sylvester Award for Leadership

Student Bar Association, President

Labor & Employment Law Association, Co-Founder and President

Pro Bono Honor Society, Member

Education

J.D., Golden Gate University School of Law (2017)

B.A., University of California, Santa Barbara (2011)

Admissions and Courts

California

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

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

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