HansonBridgett



Ruby Zapien

Associate

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Areas of Focus

- Labor and Employment
- Workplace Investigations

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Ruby represents employers and businesses in a broad range of litigation and transactional matters with a focus on employment law. She advises clients across diverse industries on issues ranging from wage and hour compliance to discrimination claims, workplace investigations, and operational best practices.

Ruby regularly conducts witness interviews and obtains key declarations in support of defense strategies in both individual and class action matters. She has experience managing cases from inception through appeal, including briefing before the Ninth Circuit. Her litigation work includes preparing dispositive motions, managing complex discovery, and preparing trial-stage evidentiary submissions.

Beyond her litigation practice, Ruby provides day-to-day advice and counseling to employers across a variety of industries including, restaurant, construction, agricultural, and manufacturing sectors. She assists clients with compliance across federal, state, and local employment laws.

Publications

"Supreme Court Broadens "Interstate Commerce" Under FAA Exemption to Include Certain Last-Mile Delivery Drivers," co-author, Labor and Employment Legal Alert (June 2026)

Professional Affiliations

ABA Judicial Intern Opportunity Program

San Francisco Latino Lawyers Association, Board Member

Academic Distinctions

Diversity Equity and Inclusion Committee

Education

J.D., UC Law San Francisco (Formerly UC Hastings) (2020)

B.A., University of California, Davis (2017)

Admissions and Courts

California

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

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

U.S. Court of Appeals for the Ninth Circuit