



Saman Rejali

Partner

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OVERVIEW

Saman Rejali is a member of the firm's labor and employment and commercial disputes practice groups. Saman represents management in all aspects of employment law, with a focus on employment-related litigation. She has successfully represented public and private companies in wage and hour class actions, and in lawsuits involving claims of employment discrimination, wrongful termination, defamation, breach of contract, unfair business practices, trade secrets, and fraud. Saman regularly counsels a broad spectrum of clients on terminations, employment discrimination, wage and hour, FMLA, ADA, OSHA, restrictive covenants, and employment policies. Saman also has experience with insurance coverage, entertainment litigation, unfair competition, false advertising, defamation, and appellate matters.

Saman has represented clients from a wide variety of industries and trades, including banking and financial services, telecommunications, apparel, manufacturing, construction, transportation, hospitality, health care, tech, retail, and service industries.

PROFESSIONAL BACKGROUND

During law school, Saman externed for the Honorable Alex Kozinski, Chief Judge of the U.S. Court of Appeals for the Ninth Circuit. She was a summer associate for K&L Gates in 2009.

SPEAKING ENGAGEMENTS

- Moderator, Virtual mediations (Virtual Litigation Training Series), August 2020
- Speaker, California Labor and Employment Update 2016, K&L Gates Los Angeles, March 2016
- Speaker, Labor & Employment Update/Top Ten CA Issues, 2016 ACC-SoCal In-House Counsel Conference, January 2016

EDUCATION

- J.D., Pepperdine University School of Law, 2010 (*cum laude*; *Dean's List*; *Academic Merit Scholarship*; *Lead Articles Editor, Pepperdine Law Review*; *Chair, Moot Court Board*)
- B.A., University of California, Berkeley, 2006

ADMISSIONS

- Bar of California
- United States Court of Appeals for the Ninth Circuit
- United States District Court for the Central District of California
- United States District Court for the Eastern District of California
- United States District Court for the Northern District of California
- United States District Court for the Southern District of California

LANGUAGES

- Farsi (Persian)
- French

THOUGHT LEADERSHIP POWERED BY HUB

- 5 August 2021, The Essentials - California Employment Law Update (*Alerts/Updates*)
- 9 July 2021, The Essentials - California Employment Law Update (*Alerts/Updates*)
- 6 May 2021, California's Preemption Analysis Creates Circuit Split Making AB-5 Ripe for Supreme Court Review (*Alerts/Updates*)
- 25 January 2021, The Past Looks like the Present: The California Supreme Court Determines that the Dynamex Decision on Independent Contractor Classification Applies Retroactively (*Alerts/Updates*)
- 18 September 2019, California Codifies *Dynamex* (*Alerts/Updates*)
- 8 May 2019, Working Wise: Tips and Common Mistakes to Avoid for Employers in California (*Podcast*)
- 9 May 2018, California Tightens Standard for Independent Contractor Classification (*Alerts/Updates*)
- 31 October 2016, Fewer Choices for Employers, More Choices for Employees – The California Legislature Is at It Again (*Alerts/Updates*)

NEWS & EVENTS

- 5 March 2021, K&L Gates Names 31 New Partners Across Global Platform (*Press Release*)
- 4 September 2019, K&L Gates Prevails in Electronics Trade Secret Action Following Jury Trial (*Press Release*)

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Appellate Litigation
- Class Action Litigation Defense
- Complex Commercial Litigation and Disputes
- Employment Disputes and Investigations
- Wage and Hour

REPRESENTATIVE EXPERIENCE

- Achieved complete defense victory in trade secret action against electronics manufacturer, obtaining summary adjudication of majority of plaintiff's claims and a defense judgment following trial on remaining claims.
- Defeated certification in a wage and hour class action in favor of national beverage manufacturer.
- Obtained dismissal of unfair competition action against a multinational consumer goods company for lack of personal jurisdiction in California.
- Obtained complete defense victory after a six-day arbitration in favor of a major online news organization accused of breach of employment contract and Labor Code violations.
- Obtained summary judgment in favor of a multinational electronics and semiconductors manufacturer accused of disability discrimination and wrongful termination.
- Obtained summary judgment in favor of major athletics apparel manufacturer accused of age discrimination, defamation, and wrongful termination.
- Obtained summary judgment in favor of a major medical services provider accused of disability discrimination and wrongful termination.
- Obtained summary judgment in favor of a major medical services provider accused of whistleblower violations and wrongful termination. Grant of summary judgment was affirmed on appeal.
- Obtained dismissal of unfair competition action against a multinational software company for lack of personal jurisdiction in California.

- Obtained summary judgment in favor of large pension fund on claims of equal protection violation, intentional interference with contractual relations, intentional interference with prospective economic advantage, negligent interference with prospective economic advantage, and declaratory relief. Grant of summary judgment was affirmed on appeal.
- Obtained summary judgment in favor of large pension fund on claim of breach of contract. Grant of summary judgment was affirmed on appeal.