



Zain Zubair

ASSOCIATE

LOS ANGELES, CA

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OVERVIEW

Zain defends clients in labor and employment litigation while helping them develop policies to prevent future problems.

Drawn to law by his passion for reading, writing, and research, Zain discovered his interest in labor and employment matters as a law student and district court judicial law clerk. This was a practice area that any employee could easily relate to and a field that was central to most people's lives. He also appreciated the straightforward nature of most labor laws and how readily clients could grasp compliance and strategy to promote healthy and enjoyable work environments.

Zain offers clients representation in litigation as well as preventative counsel. In his world, these are two sides of the same coin and usually go hand in hand: during the litigation process, he often finds himself working with clients to revise handbooks and policies in an effort to avoid similar situations going forward. Zain's litigation experience includes both single and multi-plaintiff cases as well as class action suits, Equal Employment Opportunity (EEO) matters, wrongful termination and leave/accommodation claims, and allegations of wage and hour violations, including those that arise under California's Private Attorneys General Act (PAGA) and the California Labor Code. He has also handled responses to federal Equal Employment Opportunity Commission (EEOC) and California Civil Rights Department (CRD) charges. While he works with clients in a variety of industries, he is especially experienced with healthcare, technology and communications, and retail and hospitality.

Services

Employment Class & Collective Actions
Employment Litigation Defense
Labor & Employment

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With both an educational and professional background concentrated in California, Zain understands the myriad distinctions in the state's employment laws, as well as the difficulties defendants often face in the state. His post-J.D. clerkship with the U.S. District Court for the Southern District of California also gave him a solid understanding of how cases can best be argued in court: Zain knows firsthand what is and isn't effective and how judges are likely to think.

Experience

- Defended employers in single/multi-plaintiff, class, and representative actions, including Equal Employment Opportunity (EEO) matters and wrongful termination and leave/accommodation claims, as well as wage and hour matters, including those arising under PAGA and the California Labor Code.
- Drafted various pleadings throughout litigation, mediation briefs, settlement agreements, written discovery requests and responses, discovery motions, and position statements in response to federal Equal Employment Opportunity Commission (EEOC) and California Civil Rights Department (CRD) charges.
- Managed all facets of fact investigation from document review to witness interviews and developed thorough case chronologies.
- Advised employers on best practices for compliance with state and federal employment law, drafted and revised policies and handbooks, and assisted with workplace investigations.

Education

- J.D., University of San Diego School of Law
 - *San Diego Law Review*
- B.A., University of California, Merced

Admissions

- California
- U.S. District Court, Southern District of California
- U.S. District Court, Eastern District of California
- U.S. District Court, Central District of California

Clerkships

- Judge Cathy Ann Bencivengo, U.S. District Court, Southern District of California