

Shareef Farag

He | Him | His

Partner

Los Angeles

T +1.310.979.8472

F +1.310.820.8859

sfarag@bakerlaw.com



Overview

As co-leader of BakerHostetler's Wage and Hour team, Shareef Farag assists employers with wage and hour compliance and defending class and representative actions across a wide array of industries. His experience as first and second chair in trials and arbitrations provides him with the insight to advise clients on how to avoid and mitigate risk in an efficient and cost-effective manner.

Shareef places a high importance on the client's business goals and proactively educates employers on new laws and regulations, ensuring they are prepared when new legislation comes into effect. Additionally, he assists clients in business-related issues, including single plaintiff and commercial litigation matters. By gaining a deep understanding of a client's business from the outset, Shareef provides a high level of service that is focused on meeting client goals with an eye toward the client's bottom line.

Experience

- Frequently leads wage and hour compliance audits across a wide array of industries, thereby assisting clients with mitigating risk.
- Obtained dismissal and affirmance of that dismissal in the Ninth Circuit Court of Appeals of a putative wage and hour class action premised on a novel theory seeking unpaid wages for time spent undergoing airport security procedures.
- Defended dozens of California wage and hour and PAGA claims, both individual and class/collective, including claims related to meal and rest breaks; pay practices; overtime; wage statements; reimbursement of business expenses; and unfair competition.
- Oversaw preparation of summary judgment motion based on a novel argument regarding California's minimum wage laws. While the motion was pending, played a critical role in negotiating a favorable settlement.
- Represents clients and provides day-to-day management of numerous wage and hour class actions.
- Successfully mediates and settles matters with advantageous terms for the clients.
- Oversaw preparation of motion for summary judgment, which was granted and resulted in the dismissal of all plaintiff's claims pursuant to the Fair Employment and Housing Act.
- First-chaired numerous labor arbitrations, including the examination of all witnesses and all post-hearing briefings.
- First- and second-chair trial experience.
- Represented a national financial institution in a single-plaintiff disability discrimination arbitration that resulted in a defense award.
- Successfully negotiated numerous pre-litigation settlements, thereby avoiding litigation and securing favorable resolutions for the clients.
- Regularly assists clients in modifying company policies to remain compliant with evolving California law.
- Conducts harassment and management education training, as well as workplace investigations for clients.

Recognitions and Memberships

Recognitions

- The Legal 500 United States (2019)
 - Recommended in Labor and Employment Disputes (including collective actions): Defense
- *The Best Lawyers in America*® (2020 to Present)
 - California: Litigation – Labor & Employment
 - California: Labor Law – Management
- Southern California Super Lawyers "Rising Star" (2013 to 2021)
 - Up & Coming (2018)

Memberships

- California Minority Counsel Program (CMCP)
- National Employment Law Council

News

- 1/6/2023
Shareef Farag Addresses Impact of California Pay Transparency Law
- 8/24/2022
Hundreds of BakerHostetler Attorneys Honored as 2023 Best Lawyers, Ones to Watch and Lawyers of the Year
- 8/19/2021
191 BakerHostetler Attorneys Named in 2022 "Best Lawyers" List; 10 Recognized as "Lawyer of the Year"
- 12/28/2016
150 BakerHostetler Attorneys Named 2016 Super Lawyers; 91 Named Rising Stars

Alerts

- 12/1/2022
Upcoming Changes to California's COVID-19 Workplace Regulations

- 11/23/2022
California Employers: Considerations for California's Expanded Pay Data Reporting Requirements
- 9/8/2020
DOL Issues Practical Guidance on Multiple Wage and Hour Topics

Pro Bono

- Provides advice and counsel to P.S ARTS, a non-profit organization dedicated to advancing equity and opportunity for children and youth by providing arts education in public schools and communities.
- Previously advised the Catholic Big Brothers and Sisters Los Angeles Chapter.

Services

- Wage and Hour Compliance
- Employment/Wage & Hour Class Actions
- Employment Litigation and Arbitration
- Employment Counseling and Training
- Ethics and Privilege Consulting
- Wage and Hour Audits
- Contingent Workforce
- Diversity, Equity & Inclusion Counseling
- California Labor and Employment
- Reduction in Force (RIF) and Furlough Compliance

Admissions

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

Education

- J.D., Loyola Law School, 2007
- B.A., Politics and Legal Studies, University of California, Santa Cruz, 2003