



Saman Rejali

Partner

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OVERVIEW

Saman Rejali is a partner in the firm's Labor, Employment, and Workplace Safety practice. She represents management in all aspects of employment law, with a focus on employment-related litigation. She has successfully represented public and private companies in lawsuits involving claims of wrongful termination, whistleblower retaliation, employment discrimination, defamation, breach of contract, unfair business practices, trade secrets, and fraud, and in wage and hour class actions. Saman has extensive trial experience and has been second chair in jury trials and in arbitration.

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 tech, entertainment, banking and financial services, telecommunications, apparel, manufacturing, construction, transportation, hospitality, health care, 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

- Speaker/Moderator, Handling Workplace Complaints in the Return to Work Era, May 2022
- Speaker, New California Employment Laws for 2022, October 2021
- 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

- 28 November 2023, Conducting Effective Workplace Investigations - Key Employment Law Considerations
- 6 November 2023, The Essentials—California Employment Law Update for 2024
- 22 February 2023 , Ninth Circuit Reversal Saves Employers' Use of Mandatory Arbitration Agreements in California
- 14 February 2022, California Supreme Court Establishes Employee-Friendly Standard for Whistleblower Retaliation Cases
- 14 October 2021, The Essentials - California Employment Law Update
- 1 October 2021, Employee Arbitration Update: The Ninth Circuit Reverses District Court's Conclusion That California Assembly Bill 51 is Preempted by the Federal Arbitration Act (FAA)
- 5 August 2021, The Essentials - California Employment Law Update

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

NEWS & EVENTS

- 20 May 2022, Handling Workplace Complaints in the Return to Work Era
- 28 October 2021, New California Employment Laws for 2022
- 5 March 2021, K&L Gates Names 31 New Partners Across Global Platform
- 4 September 2019, K&L Gates Prevails in Electronics Trade Secret Action Following Jury Trial

AREAS OF FOCUS

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

REPRESENTATIVE EXPERIENCE

- Obtained summary judgment in favor of a Fortune 500 medical services provider accused of whistleblower violations and wrongful termination. Grant of summary judgment was affirmed on appeal.
- Obtained complete defense victory after a six-day arbitration in favor of a Fortune 500 web services organization accused of breach of employment contract and Labor Code violations.

- Obtained summary judgment in favor of Fortune 100 athletics apparel manufacturer accused of age discrimination, defamation, and wrongful termination.
- 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.
- Obtained dismissal of unfair competition action against a multinational consumer goods 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.
- Obtained dismissal of unfair competition action against a multinational software company for lack of personal jurisdiction in California.
- 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 a major medical services provider accused of disability discrimination and wrongful termination.
- Defeated certification in a wage and hour class action in favor of a national beverage manufacturer.