



Rebecca Stephens

Partner

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Rebecca Stephens is a thoughtful, collaborative, and strategic employment advisor and litigator. She counsels clients on a wide range of employment matters, including developing and implementing sound employment policies, conducting workplace investigations, overseeing accommodations and leaves of absence, and administering separations from employment. With clients ranging from small businesses to global corporations, Rebecca takes a practical, solutions-focused approach and understands the importance of tailoring her advice to each employer's needs, goals, and culture.

Rebecca also represents employers in single-plaintiff and class and representative action matters in federal and state courts, including wage and hour, wrongful termination, retaliation, and discrimination cases. In her litigation practice, Rebecca has obtained numerous favorable dismissals, summary adjudications, and settlements on behalf of employers and individual defendants. She also routinely represents clients before administrative agencies including the U.S. Department of Labor, California Division of Labor Standards Enforcement, U.S. Equal Employment Opportunity Commission, and the California Civil Rights Department, where her efforts regularly result in no-cause findings on behalf of employers.

Rebecca maintains an active pro bono practice, representing and advising community organizations in employment matters. She also serves on the Board of Directors for Mission Graduates, a nonprofit whose mission is to increase the number of K-12 students in San Francisco's Mission District who are prepared for and complete a college education.

Rebecca served as a law clerk and attorney-advisor to the Honorable Jennifer Gee of the U.S. Department of Labor's Office of Administrative Law Judges and as a judicial extern to the Honorable Ruben Castillo of the U.S. District Court for the Northern District of Illinois.

Distinctions

- Northern California *Super Lawyers Rising Star*, Employment (2022 - 2023)
- *Best Lawyers: Ones to Watch® in America*, Litigation–Labor and Employment (2023-2024)

Memberships and Affiliations

- Member, Barristers Board of Directors, Bar Association of San Francisco (2022-2024)
- Member, ABA Section of Labor and Employment Law's 2021 Leadership Development Program
- Member, 2021 Class of Leadership Council on Legal Diversity (LCLD) Pathfinders
- Past Chair, Barristers Labor & Employment Law Section, Bar Association of San Francisco (2020-2021)
- Executive Committee Member, Barristers Labor & Employment Law Section, Bar Association of San Francisco (2017-2024)
- Member, Labor and Employment Law Section, American Bar Association; Planning Committee Member, National Symposium on Technology in Labor & Employment (2020-2021); Co-Chair, Outreach to New and Young Lawyers Committee (2021-present); Litigation/Class Action Track Co-Chair, Annual Labor & Employment Law Conference (2021-present)
- Board Member, Northwestern Law Alumni Club of San Francisco (2018-present)

Services

- Employment
- Cannabis
- Consumer Products + Manufacturing
- Data Analytics
- Mergers & Acquisitions
- Technology
- Ultra-High Net Worth

Education

- Northwestern University School of Law (J.D., 2013)
 - *cum laude*, individual comment editor, Journal of Criminal Law and Criminology
- University of Maryland (B.A., 2007)

Bar Admissions

- California
- Illinois

Court Admissions

- U.S. District Court (C.D. Cal.)
- U.S. District Court (E.D. Cal.)
- U.S. District Court (N.D. Cal.)
- U.S. District Court (S.D. Cal.)
- 9th U.S. Circuit Court of Appeals

Clerkships

- U.S. Department of Labor's Office of Administrative Law Judges, Jennifer Gee

- Member, Board of Directors, Mission Graduates (2020-present)

Experience

Disability Discrimination and Retaliation Litigation

Obtained complete summary judgment and award of litigation costs on behalf of global commercial real estate company and its staffing company contractor in lawsuit alleging disability accommodation failure, discriminatory termination, and retaliation.

Mission Clean Energy

Advised utility scale renewable energy developer Mission Clean Energy, LLC in connection with private equity firm Wafra Inc.'s acquisition of a controlling interest in Mission Clean Energy.

Private Attorney Generals Act Litigation

Represented several automobile dealerships in litigation under California's Private Attorneys General Act alleging non-compliant break policies and unpaid wages; obtained favorable settlement pre-discovery.

California's Equal Pay Act

Represented global technology retailer in a putative class action alleging pay disparities under California's Equal Pay Act and Private Attorneys General Act; obtained favorable settlement pre-discovery.

Discrimination-based Failure to Hire Litigation

Obtained summary judgment for global e-retail and technology company in civil litigation alleging failure to hire based on race, national origin, age, and religious discrimination.

hiQ Labs Inc. v. LinkedIn Corp.

Represented startup hiQ Labs Inc. in a precedent-setting litigation for data analytics, mining, and aggregator companies and their right to access publicly available data under the Digital Millennium Copyright Act, the Computer Fraud and Abuse Act (CFAA), and a California state law on unauthorized computer access. The Ninth Circuit Court of Appeals affirmed hiQ's preliminary injunction against LinkedIn.

Publications

April 16, 2025

New Federal Priorities at the Equal Employment Opportunity Commission (Webinar)

March 10, 2025

Addressing Persistent Pay Gaps Through Pay Transparency Legislation

February 18, 2025

Staying Ahead of the Curve: A Guide to California's Pay Transparency Laws

January 28, 2025

2025 Employment Law Symposium Recordings and Articles

January 16, 2025

Staying Ahead of the Curve on Pay Transparency Laws

October 4, 2024

The Ninth Circuit Clarifies Employers' Obligations When Addressing Social Media Posts Affecting Workplace

HR Daily Advisor

September 24, 2024

4 Things HR Needs To Know Today About the Pregnant Workers Fairness Act

HR Executive

August 13, 2024

Pregnant Workers Fairness Act: What California Employers Need to Know

August 2, 2024

The Ninth Circuit Reminds Employers of Obligations When Addressing Social Media Posts Affecting Workplace

July 22, 2024

PAGA Amendments: A Reprieve for Employers Proactively Addressing Labor Code Violations, but Ambiguities Remain

March 3, 2023

Employers Should Review Common Severance Agreement Terms Due to New NLRB Decision

January 18, 2023

Under FTC's New Proposed Rule, Employers Will No Longer Be Able to Rely on Noncompete Agreements

December 21, 2022

New Laws and Compliance Updates for California Employers in 2023

October 13, 2022

California's AB2188 Now Prohibits Employee Discipline for Off-Duty Marijuana Use

Occupational Health & Safety

October 4, 2022

Employee Data under the CCPA: Expiration of Employer Exemptions Requires Compliance as of January 1, 2023

Privacy Blog

February 22, 2022

Preparing Your Cannabis Business for California's New Employment Laws in 2022

Cannabis Education Series

February 17, 2022

Preparing Your Organization for California's New Employment Laws in 2022

Nonprofit Education Series

February 16, 2022

Preparing Your Wine Business for California's New 2022 Employment Laws

Wine Industry Education Series

December 7, 2021

New California Employment Laws in 2022

April 29, 2021

Employment Law Issues to Consider Before Including Work Made for Hire Clauses in Contractor Agreements

ABTL Report - Spring 2021

March 30, 2021

Law Updates for California Employers: COVID Sick Leave Obligations, Meal-Period Rules, COBRA Benefits

July 16, 2020

Employment Law Updates for Nonprofits in the New Normal

Nonprofit Education Series

June 23, 2020

7 Tips for Creating a COVID-19 Essential Business Travel Policy

June 16, 2020

Employment Laws: Understanding Your Rights and Obligations as a Cannabis Employer

Cannabis Industry Education Series

June 3, 2020

Reopening Businesses Must Consider Employee and Consumer Privacy

Wine Business Monthly

May 11, 2020

Unlimited Vacation Policies Present Potential Pitfalls for California Employers

April 27, 2020

Coronavirus and the Workplace: Guidance for Employers Resuming Operations

March 20, 2020

Coronavirus and the Workplace: Key Legal Updates for Employers

February 14, 2020

Weed at Work: Understanding Legalized Marijuana in the Office

AccountsRecovery

February 7, 2020

What Steps Should Employers Take Now Regarding the CCPA?

November 22, 2019

Is your company covered by California's new privacy law?

North Bay Business Journal

October 2, 2019

What Employers Should Know About the California Consumer Privacy Act Taking Effect January 1, 2020

July 29, 2019

In the Weeds: Marijuana Legalization & Employment Laws

Network of Trial Law Firms

07/26/2019

New California Crown Act Reminds Employers to Carefully Consider Workplace Dress and Grooming Policies

5/3/2018

California Supreme Court Adopts New Independent Contractor Classification Test for Purposes of Wage Orders

5/2/2018

Blindfolding Employers: New Laws in California Further Restrict Job Applicant Information

5/1/2018

New California Laws Restrict Employer Access to Criminal and Pay Histories

North Bay Business Journal

8/2/2017

California Court Confirms that Vacation Accrual Can Be Restricted for New Employees

Outside the Office

Having previously taught second and third grade through the Teach For America program, Rebecca remains committed to educational equity and serves on the Board of Directors for Mission Graduates, a nonprofit working to increase the number of San Francisco K-12 students who are prepared for and complete a college education. She also enjoys trying new restaurants and wine tasting. As a new mom, Rebecca spends most of her time outside the office chasing after her young son and seeing the wonders of the Bay Area through his eyes.