



Ryan H. Wessels

Senior Associate

rwessels@fbm.com

San Francisco: 415.954.4945

As a member of Farella's employment team, Ryan Wessels advises clients on employment matters to minimize legal risk, while also working to efficiently resolve employment disputes as they arise.

Ryan handles both single-plaintiff cases and larger class actions and defends small nonprofits, family-owned businesses, and global corporations. He has defended employers against discrimination, harassment, and retaliation claims in state and federal court and before administrative agencies across the country. He has also resolved wage and hour disputes with the Department of Labor (DOL) and the Division of Labor Standards Enforcement (DLSE) and defended employers against wage and hour class actions involving meal and rest breaks and Equal Pay Act violations.

Regardless of the size or structure of his client's business, Ryan's goal is the same: effectively resolve disputes while taking his client's needs into account. Clients value the way Ryan manages cases, commending him for his responsiveness, attention to detail, and efficiency.

Ryan also guides clients to avoid unnecessary employment litigation. He counsels clients on all areas of the employment relationship, including hiring and termination decisions, disability accommodations, immigration law, and employee policies. Ryan works with clients to draft employment agreements, policies, and handbooks that comply with federal, state, and local laws and minimize the risk of litigation.

Outside of his employment law practice, Ryan has played a pivotal role in complex litigation teams, such as the class action *UFCW & Employers Benefit Trust v. Sutter Health*. Representing a certified class of California companies in an antitrust action against Sutter Health, Ryan prepared the case for trial by crafting trial narratives, overseeing discovery teams, and drafting direct and cross-examinations for key trial witnesses. Through this work, Ryan was instrumental in securing a \$575 million settlement for the plaintiff class on the eve of trial.

Memberships and Affiliations

- Member, Barrister's Labor & Employment Law Section Executive Committee, Bar Association of San Francisco

Publications

March 1, 2024

Important Changes and the Impact of California Industry-Specific Minimum Wage Laws

March 1, 2024

Navigating Cannabis in the Workplace: A Guide for California Corporations

March 1, 2024

Navigating California's Evolving Legal Landscape Governing Leaves of Absence

Services

- Business Litigation
- Consumer Products + Manufacturing
- Employment
- Private Client

Education

- Stanford Law School (J.D., 2017)
 - . Associate Editor, Stanford Law and Policy Review
 - . Student Attorney, Stanford Community Law Clinic
- Claremont McKenna College (B.A., 2010)
 - . *magna cum laude*

Bar Admissions

- California

March 1, 2024

Employment Law Symposium Recordings & Articles

January 18, 2024

California Employment Law Updates: What to Look Out for in 2024

November 21, 2023

Five New California Laws Employers Need to Know

Law360

September 22, 2022

New California Bill Requires Employers to Offer Bereavement Leave

March 30, 2021

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

September 23, 2020

California Expands Family and Medical Leave Law to Cover Small Employers

May 11, 2020

Unlimited Vacation Policies Present Potential Pitfalls for California Employers

3/16/2018

California Supreme Court Confirms Special State Rule on Calculating Overtime Premiums Arising From Bonuses

Outside the Office

Ryan is a tournament bridge player, placing third in an international junior bridge tournament as a member of one of two U.S. teams. Like litigation, high-level bridge requires players to think logically, plan ahead, and work effectively as a team.

Ryan is also a lifelong Bay Area sports fan and plays on the Farella basketball team. He is an avid reader of adult fantasy novels and enjoys cooking for his family.