



Ryan H. Wessels

Associate

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As a member of the firm'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 non-profits, family-owned business, and global corporations. Regardless of the size or structure of his client, Ryan's goal is the same: effectively resolve disputes while taking his clients' needs into account.

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 practice, Ryan plays 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 tentative settlement for the plaintiff class on the eve of trial.

Prior to law school, Ryan worked as a paralegal for four years, which has provided him expertise in managing complex litigation. As complex cases are typically document-intensive and can involve a large number of parties, organizational and document management expertise are critical. Ryan's strength in these areas make him an invaluable member of any litigation team.

During law school, Ryan interned with the Criminal Division of the United States Attorney's Office in San Jose, California and also with the San Mateo County District Attorney's Office. He was a student manager for Stanford's housing pro bono and a student attorney at Stanford's Community Law Clinic, where he successfully represented clients in social security, housing, and criminal expungement matters.

Publications

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

Services

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

Education

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

Bar Admissions

- California

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.