



Jahan C. Sagafi

Partner

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JAHAN C. SAGAFI is the partner-in-charge of the firm's San Francisco office, where he represents workers in [employment class actions](#) challenging discrimination, wage and hour abuses, Fair Credit Reporting Act violations, and other types of exploitation of workers. He has won a jury trial for a [nationwide class of technical support workers](#), an [en banc appeal in the Ninth Circuit](#), settlements [protecting software engineers from gender and race discrimination](#) and [older applicants to accounting jobs](#), and many other settlements to recover backpay for overtime compensation, meal and rest breaks, vacation benefits, discriminatory pay and promotion gaps, and more.

Mr. Sagafi has represented a wide array of workers throughout the country, including HVAC service technicians, corporate instructors, financial advisers and trainees, security officers temp staffing workers, cashiers, call center customer service representatives, counselors, drivers, and many others.

During his career, he has recovered well over \$100 million for workers, asserting claims against transportation companies (e.g., Uber, Lyft, Hertz, GlobalTranz), tech companies (e.g., AT&T, IBM, [Computer Sciences Corp.](#)), banks (e.g., Wells Fargo, JPMorgan Chase, Goldman Sachs, Morgan Stanley Smith Barney), retailers (e.g., Walmart, Target, [Abercrombie & Fitch](#), [Guess?](#), Raley's) healthcare companies (e.g., Permanente, Premera Blue Cross), an accounting firm ([PwC](#)), insurance companies (e.g., Travelers, Farmers), restaurants, and more.

In addition to his trial court work, Mr. Sagafi represents plaintiffs in appeals in the U.S. Supreme Court, Ninth Circuit, and other courts, addressing issues such as workers' rights, arbitration agreements, class certification, standing, unfair and deceptive practices under California's Unfair Competition Law, and FDA preemption. He has also volunteered to write amicus briefs in the Ninth Circuit and U.S. Supreme Court.

Mr. Sagafi is also active in the community, serving on several boards, including national nonprofit Alliance for Justice's (AFJ) board and the San Francisco American Constitution Society (ACS) Bay Area chapter's [Board of Advisors](#). In the past, he has served as a Governor of the board of the nonprofit Public Advocates, a member of the Bar Association of San Francisco (BASF) Judicial Evaluations Committee, a BASF attorney fee disputes arbitrator, Vice Chair of the board of the ACLU of Northern California (and Chair of Legal Committee), chair of the Board of the San Francisco ACS chapter, and as an Executive Committee member of the California Bar Litigation Section. Additionally, Mr. Sagafi has served as an organizer of ABA Labor & Employment Law Section conferences.

Mr. Sagafi has been recognized by numerous legal and non-profit organizations. He has received the Community Justice Award from Centro Legal De La Raza, and has been repeatedly recognized as a [California Super Lawyer](#), one of the Top 100 lawyers in all fields in Northern California (2015-21), one of the Daily Journal's "Top 75 Labor and Employment Lawyers" in California (2015-20), and one of Lawdragon's 500 Leading Plaintiff Employment Lawyers in the United States (2018-20).

Prior to joining Outten & Golden, he was a partner at Lieff, Cabraser, Heimann & Bernstein, and clerked for the Honorable William W Schwarzer of the Northern District of California. Mr. Sagafi graduated from Harvard College, *magna cum laude*, and received his J.D. Harvard Law School, where he was a Senior Editor of the Civil Rights-Civil Liberties Law Review and president of the Board of Student Advisers.

(*Prior results do not guarantee a similar outcome.)

Bar Admissions & Professional Activities

- Mr. Sagafi is admitted to practice law only in California.
- Mr. Sagafi is admitted to the following federal courts: The United States District Courts for the Northern District of California, the Eastern District of California, the Central District of California; and the Southern District of New York; the United States Court of Appeals for the Second Circuit, the Ninth Circuit; and the Eleventh Circuit.
- Selected as a Attorney Representative for the Northern District of California to the Ninth Circuit Judicial Council (2019, 2020-2022)
- Civil Local Rules Attorney Advisory Committee for the Northern District of California (2020-2022)

- Legal Aid at Work
 - Board of Directors, Executive Committee, Development Committee (2019-present)

- People's Parity Project
 - Board of Advisors (2019-present)

- Berkley Center on Comparative Equality and Anti-Discrimination Law (2019-present)

- American Constitution Society: Bay Area Lawyer Chapter
 - Member of the Executive Board (2005-2011)
 - Chair of the Executive Board (2009-2011)
 - Member of the Advisory Board (2014-present)

- American Association for Justice
 - Co-Chair of the Wage and Hour Litigation Group (2016-present)

- Alliance for Justice
 - Board of Directors (2014-2019)

- Public Advocates Inc.
 - Board of Governors (2012-2015)

- American Civil Liberties Union of Northern California
 - Board of Directors (2006-2011)
 - Chair of the Legal Committee (2010-2011)
 - Vice Chair of the Board (2010-2011)
 - Executive Committee (2009-2011)
- American Bar Association Labor & Employment Law Section
- State Bar of California
 - Litigation Section Executive Committee Member (2006-2007)
 - CACI Civil Jury Instructions Committee (2004-2007)
 - Administration of Justice Committee (2004-2007)
- National Employment Lawyers Association
- Consumer Attorneys of California
- Bar Association of San Francisco
 - Judicial Evaluations Committee (2013-2015)
 - Volunteer Attorney Fee Dispute Arbitrator (2009-2015)
- California Employment Lawyers Association

Speaking Engagements

2019

- Speaker: "Trying Wage & Hour Cases To Juries," NELA 2019 Annual Convention, New Orleans, LA

2017

- Panelist: "Use and Admissibility of Electronically Stored Information," ABA Section of Labor & Employment, Annual Labor and Employment Law Conference, Washington, DC
- Speaker: "An Uncertain Future: The 21st Century Workforce in California," Bloomberg Law San Francisco Leadership Exchange, San Francisco, CA
- Speaker: "Pay Audits, Pay Transparency, and the Public Disclosure of Pay Data," American Bar Association Section of Labor and Employment Law, National Conference on Equal Employment Opportunity Law, New Orleans, LA

2016

- Speaker: "Trends in Class Action Employment Litigation," Practising Law Institute, Cutting-Edge Employment Law Issues 2016: The California Difference, San Francisco, CA
- Panelist: "Resolving Wage & Hour Mass Action: The Ever-Changing Landscape," JAMS, San Francisco, CA
- Speaker: "Procedural Barriers to Discrimination Cases," UC Hastings Law Journal Spring Symposium, The Status of Antidiscrimination Law and Litigation in the United States, San Francisco, CA
- Speaker: "Brainstorming Best Practices in Pay Equity," American Bar Association, Section of Labor & Employment, National Conference on Equal Employment Opportunity Law, Austin, TX

2014

- Speaker: "The Use of Experts in Title VII Cases," ABA Section of Labor and Employment Law, 8th Annual Labor and Employment Law Conference, Los Angeles, CA
- Speaker: "Key Wage and Hour Developments," Practising Law Institute, California Employment Law Update 2014, San Francisco, CA
- Speaker: "Analyzing Damages in Wage and Hour Cases," American Association for Justice, Employment Rights Section and Wage & Hour Litigation Group, Baltimore, MD

Awards & Recognition

- 2020 - 2022 Recognized in The Best Lawyers in America for work in Mass Tort Litigation / Class Actions - Plaintiffs
- 2015-2021 Northern California Super Lawyers Top 100
- 2019-2020 Legal 500 United States Recommended Labor and Employment Lawyer

- 2015-2020 Top 75 Labor and Employment Lawyers, Daily Journal, Northern California
- 2018-2021 Lawdragon 500 Leading Plaintiff Employment Lawyers
- 2015 Leading Labor & Employment Attorney, Daily Journal, Northern California
- 2014-2021 Northern California Super Lawyers®
- 2009-2011 Northern California Rising Stars®
- Community Justice Award, Centro Legal De La Raza
- “Top 20 Under 40” Lawyer, Daily Journal, California (2011)