

People



Nancy Sotomayor

Associate, Litigation

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vCard

Nancy Sotomayor represents employers in complex employment litigation matters, involving class actions and single-plaintiff suits. Her practice is focused on employment issues, including wage and hour, harassment, wrongful termination, and discrimination. Nancy also has trial experience in state and federal agencies, including the National Labor Relations Board.

Notable Work

Class Action Litigation: Defended one of the largest healthcare staffing company's in the country in a class, collective, and representative action alleging various wage and hour violations.

Trial Counsel: Defended the number one supplier of animal fat shortenings in the Western United States against claims of disability discrimination, gender discrimination, retaliation, wrongful termination, whistleblower retaliation, and wage & hour violations. After a five day trial the court held that the plaintiff failed to meet her burden of proof as to each cause of action.

Arbitration: Represented a healthcare staffing agency to enforce an Ohio venue provision in an arbitration agreement against 20 separate claimants who all worked in California and sought to arbitrate in California but none of whom resided in California. After oral argument the special arbitrator granted the healthcare company's motion to enforce the Ohio venue provision.

Honors and Distinctions

- *The Best Lawyers in America*, 2023-2024, Listed in California for Litigation - Labor and Employment as "One to Watch"

Areas of Experience

Litigation
Labor and Employment
Traditional Labor Law
Wage and Hour
Employment Litigation
Employment Administrative Claims Defense
Staffing Law

Education

J.D., University of California, Irvine School of Law, 2016
B.A., University of California, Irvine, 2011

Admissions

Bars

California

Courts

U.S. District Court, Northern District of California

Languages

Spanish

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