



→ Jawid Habib

Associate
501 West Broadway
19th Floor
San Diego, CA 92101

T: +1.619.338.6580
F: +1.619.515.4186
jhabib@sheppardmullin.com

Jawid Habib is an associate in the Labor and Employment Practice Group in the firm's San Diego office.

Areas of Practice

Jawid represents employers of all sizes. He knows that no matter how large the size of his clients' operations – whether an aspiring startup, a Fortune 500 powerhouse, or a local bank – each one faces a unique set of challenges. He believes the best approach is to treat each client's challenges as his own.

Over the years, Jawid has helped clients resolve a broad range of employment issues, including:

- Private Attorneys General Act (PAGA) actions
- Single-plaintiff and class wage and hour actions
- Misclassification of workers as independent contractors
- Race, national origin, gender, age, disability and religious discrimination
- Trade secrets and non-compete agreements
- Mergers and acquisitions
- Partnership and shareholder disputes
- Workers' compensation discrimination and retaliation
- Violations of the Worker Adjustment and Retraining Notification Act (WARN Act)
- Violations of the Longshore and Harbor Workers' Compensation Act (LHWCA), including the Defense Base Act (DBA)

Jawid's career in employment law began with the Equal Employment Opportunity Commission (EEOC), where he served as a law clerk for Administrative Judge Louis Garcia. Jawid's service at the EEOC – the federal agency that administers and enforces civil rights laws against workplace discrimination – provided him unparalleled experience in resolving Title VII claims. He went on to clerk for the Honorable Larry A. Burns of the Southern District of California. Before joining Sheppard Mullin, Jawid was part of a trial team that defeated virtually all wage and hour claims brought by over 10,000 class members. The trial lasted ten weeks.

Honors

Ones to Watch – Immigration Law, *Best Lawyers*, 2021

Articles

- "The Zone of Special Danger: Employing Local Nationals on U.S. Bases Overseas," *JD Supra*, April 5, 2018

Labor & Employment Law Blog Articles

- "City of Los Angeles Orders Certain Employers to Protect Workers or Risk Imprisonment," April 8, 2020

Newsletters

- Co-author, California Labor and Employment ALERT, March 2020

Speaking Engagements

Speaker, "Employers in Wonderland – Demystifying California's Puzzling Wage and Hour Laws," San Diego Employer Advisory Counsel (SDEAC), San Diego, October 16, 2019

Commencement Speaker, The Preuss School UC San Diego, June 20, 2019

Events

Workplace 2020

20/20 Vision in the Workplace

10.16.2019

Memberships

State Bar of California - Labor and Employment Section

Member and Co-Chair of Philanthropy and Engagement Committee, Board of Directors, The Preuss School UC San Diego

Former Associate, The Welsh Inn of Court

Practices

Labor and Employment

Immigration

Labor and Employment Counseling

Employee Hiring/Discipline/Termination

Employment Agreements

Handbooks and Personnel Policies

Harassment Investigation and Training
Unfair Competition and Trade Secrets
Wage and Hour Regulations
Workplace Violence
Labor and Employment Litigation
Discrimination, Harassment, and Retaliation
Employee Privacy and Defamation
Wage and Hour Class Actions
Wrongful Termination
Labor Union Management Relations
Litigation
Alternative Dispute Resolution
Class Action Defense
Stock Option Litigation

Industries

Aerospace, Defense & Government Services
Emerging Company & Venture Capital
Entertainment and Digital Media
Fashion, Apparel and Beauty
Food and Beverage
Healthcare
Retail
Transportation

Education

J.D., UCLA School of Law, 2014
B.A., University of California, San Diego, 2011

Clerkships

Law Clerk for the Honorable Larry A. Burns, Chief Judge, United States District Court for the Southern District of California, 2015
Law Clerk for the Honorable Administrative Judge Louis Garcia, Equal Employment Opportunity Commission (EEOC), 2014

Extern for the Honorable David O. Carter, United States District Court for the Central District of California, 2013

Admissions

California

U.S. District Court for the Southern District of California

U.S. District Court for the Central District of California

U.S. District Court for the Eastern District of California

Languages

Dari

Farsi (Persian)