



Brandon P. Rainey

Partner

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Practice Areas

Labor & Employment

Bar Memberships

California

Brandon has more than a decade of experience defending businesses in high-stakes disputes involving their workforces, specifically focusing on whistleblower, discrimination, retaliation, harassment, and wrongful termination claims. He is a trusted advisor who develops and executes end-to-end, coordinated litigation defense strategies, from pre-litigation investigations and demand letter responses through arbitration hearings, state and federal jury and bench trials, and appeals. Brandon's background in handling complex commercial disputes also gives him a unique perspective of the bigger picture of his clients' interests, particularly in the technology, manufacturing, and transportation industries. He also has deep experience litigating disputes involving emerging technologies, such as artificial intelligence, machine learning, and advertising systems and products.

Other Info About Brandon

Education

Notre Dame Law School, J.D., 2010

Executive Editor, Journal of Legislation

University of California, Los Angeles, B.A., 2007

Courts

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

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

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

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

U.S. Court of Appeals for the Ninth Circuit

Recognition

Selected as *Rising Stars*® by *Super Lawyers*®, 2017 – 2024

“Lead Counsel” verification by Thomson Reuters

Professional Affiliations

California State Bar’s Young Lawyers Division (former California Young Lawyers Association), former Board Member

Chair of the Governance Committee, 2018–2019

Presentations

Frequent MCLE presentations regarding:

- Mental health and PEDs, including workplace impacts
- Cutting edge attorney–client privilege issues
- Annual updates on all California employment jury verdicts and arbitration awards, filtered by both type of claim and by county

Major Publications

“Employers Not at Fault When Employees Transmit Covid-19 to Nonemployees,” Author, *California Employment Law Letter*, July 2023

“What Calif. ‘Take-Home’ COVID Ruling Means for Employers,” Co-author, *Law360*, August 2023

“8th Circuit Affirms Value of an Employer’s Properly Documented Termination,” Author, *SHRM*, March 2023

“Falling for You: Roof Fall Case Clarifies Liability for Contractor Injuries,” Author, *California Employment Law Letter*, December 2022

