

30 Years of Employment Law Expertise Focused on Effective, Empathetic Resolution

Over the last 30 years I have litigated a wide variety of employment cases before the California Supreme Court, government agencies, arbitrators, and federal courts. From discrimination and harassment, failure to accommodate, retaliation and wrongful termination, to the most esoteric of wage and hour claims. After a decade of single plaintiff cases, in the early 2000's I began to focus on wage and hour class actions and the then-new law called PAGA.

While single plaintiff matters remained part of my practice, I became a sought-after authority on litigating representative actions. A regular speaker on developments and strategies in the class/PAGA arena, I have also been retained and testified as an expert witness on PAGA litigation strategy. I handled representative actions with as few as a dozen employees, litigated class certification with a putative class of 50,000, and argued nationwide FLSA actions with notice going out to 500,000. Throughout, my clients and opposing counsel valued my pragmatic approach, minimizing conflict and achieving win-win solutions and compromises.

I bring this wealth of experience to the mediation process, helping parties view their alternatives with clear eyes. My approach is practical, efficient, and tailored to the complexities of employment disputes. I work to create an environment where both sides can engage meaningfully, assess risks realistically, and move toward resolution with confidence.

Commitment to Preparation

I come thoroughly prepared to each and every mediation, because you and your client deserve my best. I read the briefs, read the cases, conduct independent research if warranted, and talk to you about the case, the parties, and the relationships before the mediation so on mediation day we are ready to get to work immediately.

Tireless Work Ethic

On the day of the mediation I continue to work until we have an agreement or, if that is not possible on that day, until all avenues have been exhausted. If the case simply is not ripe for resolution, I follow up regularly (at no extra charge).

Empathy

Ultimately, I bring a deep interest in you, your client, and your case. While "reaching a deal" is the goal, I care about the process and the experience of all those involved. Throughout my career I have treated opposing counsel, co-workers and clients with respect and a commitment to building bridges. I listen actively, so you and your client will know you are heard, and am adept at rephrasing positional negotiation to focus on the parties' underlying interests.

If you are looking for a mediator with deep experience in California employment law and a thoughtful, effective approach, I invite you to connect with me.

**MEDIATING ANYWHERE
IN CALIFORNIA**
(No Charge For Travel)

Mediation Expertise

- Class Actions
- PAGA (Private Attorneys General Act)
- FLSA (Fair Labor Standards Act)
- Wage and Hour
- Discrimination
- Harassment
- Retaliation
- Failure to Accommodate
- Wrongful Termination

Professional Experience

- Martenson Hasbrouck & Simon LLP (2019-2025)
 - Managing Partner, Sacramento Office, Class/PAGA Practice Leader
- Carothers DiSante & Freudenberger LLP (1998-2018)
 - Managing Partner, Sacramento Office, NorCal Class/PAGA Practice Leader
- Morrison & Foerster LLP (1996-1998)

Education

- University of Southern California, Gould School of Law - J.D.
- Pomona College - B.A., History
- University of California, Davis - Dispute Resolution Training

Contact

- Nikki Safavi, Case Manager
- Nikki@NaftelMediations.com
- (213) 863-5400
- www.NaftelMediations.com



NAFTEL MEDIATIONS

RESOLVING COMPLEX EMPLOYMENT DISPUTES

Professional Affiliations and Recognition

- Northern California Super Lawyer 2014-2025
- Mediator, Los Angeles County Superior Court (Mandatory Settlement Conferences – Employment Law)
- Member, Southern California Mediation Association
- Member, Los Angeles County Bar Association ADR Section
- Member, Sacramento County Bar Association ADR Section

Representative Speaking Engagements

- Expert Witness: PAGA Litigation Strategy. Retained and testified as expert witness on PAGA litigation strategy.
- "What California Employers Need to Know About Wage & Hour Class Actions and PAGA Lawsuits" – Webinar
- "Class and Representative Action Issues in the California Security Industry" – NASCO Legal Forum
- "Status of California Class Action Lawsuits" – CALSAGA Annual Conference
- "Employment Law Year in Review" – Continuing Education of the Bar (CEB)
- "How California Employers Can Protect Themselves from the Coming Wave of PAGA Litigation" – Webinar
- "Employment Law Trends" – ABA Section of Litigation Annual CLE Conference, Chicago
- "Wage & Hour Class Actions and PAGA" – Sacramento County Bar Association, Labor & Employment Law Section
- "New Labor and Employment Law Developments" – Davis Chamber of Commerce
- "Annual National Forum on Wage and Hour Claims and Class Actions" – American Conference Institute, San Francisco

Testimonials

" I've partnered with Jeremy Naftel on numerous high-stakes wage and hour class actions over nearly 20 years, and he stands out for his strategic foresight, emotional intelligence, and calm assurance. He builds trust, even with adversaries, and communicates in a way that reduces defensiveness and opens doors to resolution. I've seen him de-escalate tension and guide parties toward common ground time and again. His objectivity, relationship-building skills, and ability to foster understanding, not just settlements, make him uniquely suited to mediation."

- Deborah Pecci, EVP, Deputy Global General Counsel, Allied Universal

" I worked closely with Jeremy Naftel on a particularly challenging statewide wage and hour class action that carried not just legal complexity, but significant emotional and financial weight for the company. Jeremy was a steady, strategic partner throughout. He was clear-eyed, practical, and deeply attuned to the human dynamics at play as well as the financial implications to the company. He helped shape an effective defense while maintaining a focus on resolution. At mediation, his calm presence, empathy and insight, and ability to build rapport on all sides were critical in helping us move toward closure. Jeremy's combination of legal skill and people skills make him exceptionally well-suited to mediation."

- U.S. General Counsel of an international security company