



Of Counsel, San Francisco

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Jessica C. Shafer is of counsel in the San Francisco, California, office of Jackson Lewis P.C. She defends employers in high-stakes employment litigation and provides pragmatic counsel on day-to-day workplace issues and new and developing areas of the law.

Admitted to Practice

- 9th Circuit Court of Appeals 2021
- California - C.D. Cal. 2023
- California - E.D. Cal. 2018
- California - N.D. Cal. 2018
- California - S.D. Cal. 2023
- California 2014

Jessica regularly represents companies in single-plaintiff matters involving claims of discrimination, harassment, retaliation, wrongful termination, unfair competition, and trade secret misappropriation. She also handles class and representative actions, including claims under the Private Attorneys General Act (PAGA), meal and rest break violations, off-the-clock work, and employee misclassification. Across her litigation practice, she has made dozens of appearances before courts, administrative agencies, arbitrators, and mediators.

In her counseling practice, Jessica advises clients on a wide range of employment issues, including employee terminations, reductions in force, leaves of absence, disability accommodations, wage and hour compliance, and the development of legally compliant personnel policies. She partners closely with in-house counsel and HR professionals across industries, with particular depth in the technology, healthcare, and skilled trade sectors.

Jessica writes and presents regularly on emerging issues in employment law and has contributed to publications both internal and external to the firm. She serves on the Hiring Committee for the firm's San Francisco office and participates in RISE, the firm's national mentoring program. She is also an engaged member of the firm's Women's Interest Network and Out Professional and Allies in Law (OPAL) group.

Honors and Recognitions

- *The Best Lawyers in America*®, "Ones to Watch: Labor and Employment Law – Management" (2024-present)
- *Northern California Super Lawyers*®, "Rising Stars" (2025)