Angela J. Rafoth

Shareholder

101 Second Street
Suite 1000
San Francisco, CA 94105
main: +1 (415) 433-1940
direct: (415) 677-3183
fax: +1 (415) 399-8490
arafoth@littler.com

Practice Areas

Litigation and Trials
Wage and Hour
Class Action
Discrimination and Harassment
Home Health and Home Care

Overview

Angela J. Rafoth advises and represents employers in complex employment matters, with a particular focus on high-stakes wage and hour litigation, class and representative actions, and administrative proceedings.

Angela regularly defends employers in class actions and Private Attorneys General Act (PAGA) matters involving alleged wage and hour violations, including claims relating to meal and rest periods, overtime, unlawful deductions, and other pay practices. Her recent work includes representing employers in California and Oregon class and representative actions, as well administrative and pre-litigation matters under state and federal law. She has experience managing large-scale employment disputes from initial demand through litigation, including matters involving multi-plaintiff claims and coordinated proceedings. Angela also works with client on compliance reviews, policies, training, and remediation related to a range of employment law issues, with a focus on identifying and addressing high-risk wage-and-hour practices.

In addition to complex class litigation, Angela defends employers in single-plaintiff claims involving discrimination, harassment, wrongful termination, disability and leave issues. She regularly represents clients in administrative proceedings before state and federal agencies, as well as in arbitration and litigation in state and federal courts.

Angela represents a diverse range of employers, including publicly traded companies, high-growth technology and life sciences organizations, digital platform and consumer-facing brands, healthcare and nonprofit entities, and venture-backed businesses.

Her clients range from established industry leaders to emerging companies, and she understands the unique operational and legal challenges faced by organizations at different stages of growth.

Angela partners closely with employers to proactively address workplace issues before they escalate into litigation. She counsels clients on wage and hour compliance, employee discipline, investigations, and the development and implementation of employment policies and practices designed to mitigate risk. Drawing on her litigation experience, she provides practical, business-focused guidance tailored to each client's operational needs.

Prior to joining Littler, Angela practiced complex commercial litigation with a prominent San Francisco firm. She also served as a law clerk to the Hon. Harris L Hartz of the U.S. Court of Appeals for the Tenth Circuit. Prior to law school, Angela worked as a financial and business analyst for a large Silicon Valley technology company, giving her valuable insight into the business considerations that inform her legal advice.

Recognition

- Order of the Coif
- Recipient, Faculty Award for Excellence in the Study of International and Comparative Law*, Duke University School of Law*, 2005

Education

J.D., Duke University School of Law, 2005, *With High Honors*
LL.M., Duke University School of Law, 2005
A.B., Stanford University, 1998

Bar Admissions

California
Oregon
Washington

Courts

U.S. Court of Appeals, 9th Circuit
U.S. Court of Appeals, 10th Circuit
U.S. District Court, Northern District of California
U.S. District Court, Central District of California
U.S. District Court, Eastern District of California

Publications & Press

'New PAGA' brings guarded optimism to California employers
Westlaw Today

July 19, 2024

"New PAGA" Brings Guarded Optimism to California Employers
Littler ASAP
July 3, 2024

Littler Elevates 15 Attorneys to Shareholder
Press Release
January 4, 2016

California Governor Signs AB 1513, Severely Limiting Piece-Rate Compensation but Throwing a Liability Life Raft to Employers
Littler ASAP
October 12, 2015

DOT Weighs in Against Preemption of Meal/Rest Break Requirements for Truck Drivers
Littler ASAP
February 27, 2014

California Court Validates Piece-Rate Pay for Drivers
Littler ASAP
September 11, 2012

Events & Speaking Engagements

2026 Pacific Northwest Regional Employer Conference
Portland, OR
September 24, 2026

Kamala Harris' First 100 Days in Office
March 18, 2021

The Gender Issue: Equal Pay, Gender Identity Awareness and Diversity & Inclusion Program Compliance
San Francisco, CA
August 7, 2019

Bay Area Breakfast Briefing Series - San Francisco
January 30, 2019

Pay Equity Compliance: National Trends and Best Practices Moving Forward
San Francisco, CA
June 27, 2018