



Shestin R. Swartley

Associate

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Practice Areas

Wage and Hour
Discrimination and Harassment
Leave and Accommodation
Audit Services
AI and Technology
Retail

Overview

Shestin R. Swartley represents and advises employers in a broad range of labor and employment law matters in both state and federal court. Her practice focuses on wage and hour compliance and litigation, such as class and representative actions, as well as single-plaintiff employment disputes. She has represented clients ranging from small to very large multinational corporations, including technology companies.

Shestin has significant experience conducting and defending compliance audits, including audits under the Fair Labor Standards Act (FLSA) and related state wage and hour laws. She regularly handles matters involving wage and hour class actions and PAGA representative actions, and is experienced in all stages of litigation, from pre-litigation investigation through motion practice and appeal.

In addition to complex wage and hour matters, Shestin represents employers in single-plaintiff litigation, such as claims alleging wrongful termination, discrimination, harassment, and retaliation. She has successfully briefed and argued dispositive and procedural motions in both state and federal courts, and has experience litigating federal employment law claims.

Shestin has also successfully handled matters involving arbitration, for example, disputes raising issues under the Ending Forced Arbitration of Sexual Assault and Sexual Harassment Act (EFAA). Her experience includes developing litigation strategies, drafting persuasive motions, and achieving favorable outcomes for employer clients in both judicial and arbitral forums.

Shestin brings valuable prior legal and in-house experience, which informs her strategic, business-focused approach to counseling and dispute resolution. She has worked closely with business leaders, human resources professionals, and cross-functional teams to address day-to-day employment issues, evaluate risk, and implement compliant workplace practices. This experience provides Shestin with insight into the operational and strategic challenges employers face and enables her to deliver practical, solutions-oriented advice aligned with organizational goals.

Professional and Community Affiliations

- Member, Labor and Employment Law Section, State Bar of California
- Member, California Lawyers Association

Education

J.D., Willamette University College of Law, 2010

B.A., Willamette University, 2005

Bar Admissions

California

Courts

U.S. District Court, Eastern District of California

U.S. District Court, Northern District of California

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

Events & Speaking Engagements

2026 California Breakfast Briefing Series - San Jose

San Jose, CA

January 28, 2026

Real Talk on Leaves and Investigations: What Works and What Doesn't

San Jose, CA

August 7, 2025