



Anne B. Shaver

PARTNER

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Upholding the Rights of Employees

Anne B. Shaver is a partner with a focus on employment and antitrust class actions. She is currently co-lead counsel in an ERISA class action against Save Mart Supermarkets challenging the elimination of retiree medical benefits. She has represented certified classes of female employees challenging systemic gender discrimination at Google & Goldman Sachs. In the antitrust area, she represents classes of workers challenging unlawful “no-poach” agreements between employers. Currently, she represents employees at McDonald’s restaurants whose wages were suppressed by no-poach agreements.

Anne Shaver is a past Co-Chair of the American Bar Association’s Equal Employment Opportunity Committee and a former Co-Chair of the ABA’s Labor and Employment Law Section’s National Conference. She is a frequent speaker on employment law and employee competition topics at conferences around the country. In 2024, Anne and the team representing McDonald’s employees received the award for “Outstanding Private Practice Antitrust Achievement” from the American Antitrust Institute. She was selected for The Best Lawyers in America in the Employment Law category in 2021-2023, Lawdragon 500’s Leading Plaintiff Employment & Civil Rights Lawyers, 2018-2024, the Daily Journal’s “Top Labor & Employment Lawyers” 2018-2020, 2022-2023, Law360’s “MVP in Employment Law” in 2023, the “40 & Under Hot List” by Benchmark Litigation for 2018-2020, and the National Law Journal’s Rising Star of the Plaintiffs Bar in 2022.

Anne graduated from the University of California, Berkeley, School of Law in 2007, Order of the Coif. Prior to joining our firm, Anne served as a law clerk to the Honorable Betty B. Fletcher of the Ninth Circuit U.S Court of Appeals.

Areas of Practice

Employment, Antitrust & Intellectual Property

Education

University of California at Berkeley, School of Law (Berkeley Law), Berkeley, California
J.D. - 2007
Honors: Orders of the Coif

University of California at Santa Cruz, Santa Cruz, California
B.A. (Cum Laude) - 2003

Bar Admissions

California, 2008
Colorado, 2008
U.S. Supreme Court, 2013
U.S. Court of Appeals, 2nd Circuit, 2012
U.S. Court of Appeals, 9th Circuit, 2009
California Central District Court
U.S. District Court, Northern District of California, 2009
U.S. District Court, Eastern District of Michigan, 2018
U.S. District Court, District of New Mexico, 2017
U.S. District Court, Middle District of North Carolina, 2021

Professional Associations and Memberships

American Bar Association (Co-Chair, Equal Employment Opportunity Committee; Program Committee)
Bar Association of San Francisco
Colorado Bar Association
Consumer Attorneys of California
National Employment Lawyers Association
State Bar of California

Presentations and Publications

Panelist, "Adverse Action Changes Under Title VII," ABA ERR Committee Midwinter Meeting & Nat'l Symposium on Technology in Labor & Employment Law, March 2025
Panelist, "Recent Legal Developments in Pay Equity and Transparency," ABA Labor and Employment Law Podcast, November 2024
Panelist, "AI, Ethics, Complex Litigation: Present and Near Future," Complex Litigation Ethics Conference, September 2024
Panelist, "Artificial Intelligence in the Workplace," ABA International Labor and Employment Law Committee Midyear Meeting, May 2024
Panelist, "Settlement Agreements: Critical Terms and Enforceability Issues," National Labor & Employment Law Conference, February 2024
Speaker, "Opportunities in Plaintiff-Side Tribal Law: A Conversation with Lief Cabraser," Berkeley Law, February 2024
Panelist, "Antitrust and Labor Markets: Navigating Recent Developments," ABA Antitrust Law Section's Compliance and Ethics and Corporate Counseling Committees, December 2023
Panelist, "Section 7 vs. Title VII," 17th Annual ABA Section of Labor and Employment Law Conference, November 2023
Panelist, "Protections and Restrictions for Standing Up and Speaking Out in the Workplace," ABA 2023 National Conference on Equal Employment Opportunity Law, March 2023
Panelist, "The Future of Restrictive Covenants and Employee Mobility," 16th Annual ABA Labor and Employment Law Conference, November 2022
Author, "Ninth Circuit Finds That Discrimination Is A Concrete Injury For Purposes Of Article III

Standing,” Impact Fund Blog, 2022

Women’s Antitrust Forum: Wage-Fixing, No-Poach, and Other Related Issues in Antitrust, February 2022

Panelist, “Disparate Impact and Validation,” 15th Annual ABA Section of Labor and Employment Law Conference, November 2021

Employee Vice-Chair, Speaker, American Bar Association 2021 National Conference on Equal Employment Opportunity Law Midwinter Meeting, April 2021

Speaker, “Will The Glass Ceiling Ever Break? Emerging Trends in Pay Equity,” 51st Annual Pacific Coast Labor & Employment Law Conference, April 2018

Panelist, “#TimesUp for ‘Brotopia’: Striving for Gender Equity in Tech,” American Bar Association National Symposium on Technology in Labor and Employment Law, April 2018

Panelist, “Telecommuting as a Reasonable Accommodation,” 35th Annual National CLE Labor and Employment Conference, December 2017

Speaker, “Challenges to Class Waivers in Arbitration Clauses in Employment Agreements Under Section 7 of NLRB,” SFTLA 11th Annual Class Action Seminar, February 2017

Panelist, “The Status of Anti-discrimination Law and Litigation in the United States,” UC Hastings Law Journal Spring Symposium, February 2016

Associate Editor, “Employment Discrimination Law,” Fifth Edition Cumulative Supplement, 2015

Speaker, “Latest Developments in Employment and Wage and Hour Law,” Consumer Attorneys of California, February 25, 2014

Panelist, “Winning Your Class Certification Motion Post-Brinker,” Consumer Attorneys of California, November 2013

Moderator, “Counseling HR on National Origin & Language Issues in the Workplace,” ABA Labor & Employment Section, November 2012

Moderator, “Transgender Workplace Issues After the EEOC’s Landmark Macy Ruling,” Bar Association of San Francisco, September 2012

Moderator, “A Place At the Table? Recent Developments in LBGT Rights,” ABA Labor & Employment Section Conference, April 2012

Speaker, “Rule 23 Basics,” Impact Fund Class Action Training Institute, May 2011

“U.S. v. Fort and the Future of Work-Product in Criminal Discovery,” 44 Cal. W. L. Rev. 172, 12293, Fall 2007

Honors and Awards

“Top Labor & Employment Lawyers,” Daily Journal, 2018-2020, 2022, 2023, 2025

Selected for inclusion by peers in The Best Lawyers in America in the field of “Employment Law-Individuals,” 2021-2023

“Lawdragon 500 Leading Litigators in America,” Lawdragon, 2025, 2026

“Lawdragon 500 Leading Plaintiff Employment & Civil Rights Lawyers in America,” Lawdragon, 2018-2025

“Lawdragon 500 Leading Plaintiff Financial Lawyers in America,” Lawdragon, 2024, 2025

“Lawdragon 500 Leading Global Antitrust & Competition Lawyers,” Lawdragon, 2025

“Super Lawyer for Northern California,” Super Lawyers, 2023-2025

“Outstanding Antitrust Litigation Achievement in Private Litigation,” American Antitrust Institute, 2019, 2024

“Employment MVP of the Year,” Law360, 2023

“Rising Star for Northern California,” Super Lawyers, 2013- 2023

“Rising Star of the Plaintiffs’ Bar,” National Law Journal, 2021

“40 & Under Hot List,” Benchmark Litigation, 2018-2021

“Outstanding Private Practice Antitrust Achievement,” American Antitrust Institute, 2019

Past Employment Positions

Honorable Betty Fletcher, U.S. Court of Appeals for the Ninth Circuit, Law Clerk, 2008 - 2009

Davis, Graham & Stubbs, LLP, Litigation Associate, 2008

Public Defender's Office of Contra Costa County, 2007

Cowell & Bowe, LLP, Summer Law Clerk, 2006

Centro Legal de la Raza, Workers' Rights Clinic, Student Director, 2005 - 2006

Human Rights Watch, Legal Intern, 2005