



An Nguyen Ruda



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Education

Santa Clara University, School of Law, J.D.,
magna cum laude, 2001

University of California, Berkeley, with highest
honors, B.A., 1997

Bar Admissions

State Bar of California

U.S. District Courts for the Northern, Southern,
Central and Eastern Districts of California

Speaking Engagements

Continuing Education of the Bar Presents:
Fundamentals of Employment Law

Publications

Labor & Employment New Year Round-Up:
What to Expect in 2020

Labor & Employment 2018 Legislative Round-
Up: What to Expect in 2019

The California Court of Appeal Further Burdens
California Hospitals by Barring Meal Waivers
for Employees Working Long Shifts

Daily Journal: Franchisors Should Beware
Standardized Noncompetes

Aspatore/Thompson Reuters: Inside the Minds:
Negotiating and Drafting Employment
Agreements, 2014 ed.

Practice Areas

Labor and Employment Litigation (single plaintiff and class action)
Trade Secrets
Collective Bargaining
Advice and Counseling
Outside General Counsel Services

Experience

An Nguyen Ruda joined Bartko Zankel Bunzel & Miller in January 2020 as the Co-Chair of the Labor and Employment Department. An was elected to the CEO and Co-Managing Partner position in January 2023. Under her leadership, Bartko expanded from its San Francisco office to Los Angeles, San Diego, and Chicago. An's focus is on the growth and brand recognition of Bartko as an elite law boutique.

In her legal practice, An is a partner and strategic advisor to businesses, guiding them through any and all issues related to their workforce. An's clients include businesses of all sizes from mom and pop shops to Fortune 500 companies who trust her to provide individualized advice on all employment issues such as individual terminations, wage and hour advice and remediation, company reorganizations, policy decisions, and employee retention maximization. An's litigation avoidance strategies have saved her clients untold amounts of money and time.

An is one of California's preeminent labor negotiators. She has served as the Chief Negotiator on several significant labor contracts, including multiple master collective bargaining agreements and initial labor agreements, as well as successor agreements in the healthcare, newspaper, entertainment, manufacturing, and hospitality industries.

An is the go to employment lawyer for several prominent restructuring companies and bankruptcy lawyers. An frequently provides pre-petition advice to companies relating to the WARN Act, severance, risk exposure, and reorganization. An has also served as Special Labor Counsel in several bankruptcies, including one of the largest healthcare system bankruptcies in the country where she renegotiated seven collective bargaining agreements in 70 days, together with two in one week to accomplish a transaction closing in a 363 Sale.

In her career, An had many years of experience litigating and trying complex catastrophic and serious-injury tort cases for Amtrak, and other long- and short-haul carriers. An has also represented corporate clients whose employees have been accused of sexual assault and are facing potential related tort claims.

Media Recognition

Daily Journal: Dealmakers 4

Daily Journal: Restrictive settlements may not fly

San Francisco Business Times: Flex Time Law Hits S.F.

Employment Law Daily: Employee's "welcome letter" is arguably employment contract incorporating job application's terms

The Recorder: On the Move

Languages

Vietnamese