

WILSON SONSINI

Rebecca L. Stuart

PARTNER

Litigation
Palo Alto

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FOCUS AREAS

Employment Litigation
Litigation

EXPERIENCE

Rebecca Stuart is a partner in Wilson Sonsini Goodrich & Rosati's employment law practice. Rebecca represents employers in federal and state court litigation and before administrative agencies regarding discrimination (including race, sex, age, national origin, sexual orientation, and disability), harassment, retaliation, breach of contract, wage and hour, wrongful termination, and numerous other types of employment law matters.

In addition to her litigation practice, Rebecca consults with human resources professionals, executives, and board members on a daily basis regarding all aspects of the employment relationship. These issues include preventive personnel practices, enforceability of covenants not to compete, hiring practices, employee classification issues, employment contracts, wage and hour matters, independent contractor audits, family and medical leaves, workplace investigations (including those involving sexual harassment), terminations, and reductions in force. She also routinely advises companies on trade secret misappropriation issues—including employee raiding and solicitation matters and anti-competitive activity by former employees or company competitors—as well as counsels clients with respect to preventive measures designed to minimize the risks associated with hiring competitors' employees or addressing those employees who are leaving to join a competitor. She has reviewed and drafted numerous employment policies, including employee handbooks, vacation policies (both traditional and "unlimited" time off policies), and family and medical leave policies, as well as other standard employment documents, such as employment, release, and confidentiality agreements.

In addition, Rebecca has considerable merger and acquisition experience, assisting clients in structuring corporate transactions to minimize employment-related risks and maximize the value of the transaction from an employment perspective, and has advised on more than 500 transactions ranging in value from \$20 million to \$19 billion. Her merger and acquisition practice consists of representing both buyers and sellers in large and small transactions, including cross-border and other complex transactions. Her practice includes mergers, acquisitions, IPOs, asset purchases, and financing. Rebecca also has significant international experience pertaining to employment issues in the M&A context, and she regularly represents buyers and sellers in transactions involving non-U.S. employees.

Rebecca is a frequent speaker on employment matters, routinely providing training for clients and local bar associations on matters such as anti-harassment, bias in the legal and technology sectors, use of social media in employment, general management skills, and employment law in the M&A context.

CREDENTIALS

Education

- J.D., Santa Clara University School of Law
Summa Cum Laude; Honors Moot Court Board Member; Editor, Santa Clara Law Review

- B.S., Business Administration, University of Southern California

Associations and Memberships

- Board Advisor, FUSE (a national non-profit which increases the capacity of local governments to engage communities, advance racial equity, and work more effectively)
- Chair, Compensation Committee of the Associates Committee, Wilson Sonsini Goodrich & Rosati
- Member, Associates Committee, Wilson Sonsini Goodrich & Rosati
- Member, Women's Task Force, Wilson Sonsini Goodrich & Rosati
- Member, Santa Clara County Bar Association
- Member, Palo Alto Area Bar Association

Honors

- Recognized in the 2022 Lawdragon 500 Leading U.S. Corporate Employment Lawyers guide
- Recipient, Wilson Sonsini Goodrich & Rosati John Wilson Award for pro bono service, 2009-2010
- Recipient, Wilson Sonsini Goodrich & Rosati Community Service Award, 2008-2015

Admissions

- State Bar of California

INSIGHTS

Select Publications

- "New California Sick Leave Law Requires Employers' Immediate Attention," WSGR Alert, January 23, 2015
- "California Court of Appeal Upholds Employer's Use of Employee's Personal Emails," WSGR Alert, March 11, 2011
- Co-author with K.G. Dumont, "Social Media—Issues Raised, Including Discovery and Unfair Labor Practices," California Employment Law Council Paper, 2011
- "U.S. Supreme Court Upholds Employer's Inspection of Employee's Text Messages—City of Ontario v. Quon," WSGR Alert, June 21, 2010
- "Expanded Statute of Limitations for Discrimination Charges—the Lilly Ledbetter Fair Pay Act of 2009," WSGR Alert, January 30, 2009
- "California Supreme Court Affirms General Prohibition on Noncompetition and Customer Nonsolicitation Agreements," WSGR Alert, August 8, 2008
- Co-author with F.W. Alvarez, "Law of Restrictive Covenants in California," American Bar Association Paper, 2008
- "A Work of Heart: A Proposal for a Revision of the Visual Artists Rights Act of 1990 to Bring the United States Closer to International Standards," 47(3) *Santa Clara University Law Review* 645-684, 2007

Select Speaking Engagements

- "The New Workforce Challenges," Stanford Directors' College, June 2022
- "Human Capital Management and Workplace Culture in a Pandemic Era," Stanford Directors' College, June 2021
- "Walking the Tightrope: Balancing Office Return with Caution," Wilson Sonsini and SixFifty Webinar, August 2020
- "COVID-19 CARES Act Primer For Venture Capitalists and Emerging Company Executives," Wilson Sonsini Webinar, April 2020