



Aaron Cargain

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Service Focus

- Class and Collective Actions
- Counseling and Advice
- Employment Discrimination and Harassment
- Litigation and Trials
- California Class Actions and PAGA

Overview

Aaron Cargain is a partner in Fisher Phillips' San Francisco office. He defends employers against matters alleging wrongful termination, discrimination-based claims, retaliation, and wage-and-hour violations. He handles all aspects of litigation involving single-plaintiff, class, and Labor Code Private Attorney's General Act representative actions. He represents employers in federal and state courts and before administrative agencies including the California Department of Fair Employment and Housing and the Division of Labor Standards Enforcement.

Aaron advises employers on issues of local, state, and federal law. He assists employers by preparing handbooks and employment agreements. He also has experience counseling employers on best practices to avoid litigation.

Aaron has authored articles on employment, privacy, and bias claims that have been featured in well-known legal publications. He has presented on authority governing whether workers should be classified as employees or independent contractors. He has also presented on return to work protocols and issues arising out of incentivizing vaccination in response to the COVID-19 pandemic.

Aaron's pro bono activities include assisting with forming a nonprofit organization focused on helping vulnerable children and young adults in the foster care system. He volunteered on his school district's bond oversight committee to ensure funds were properly used for identified

construction projects. Aaron regularly devotes his time to organizations and schools in his community.

Credentials

Education

- J.D., 2008, Rutgers Law School
- B.A., 2003, University of California, San Diego

Bar Admissions

- California

Court Admissions

- U.S. Court of Appeals for the Ninth Circuit
- U.S. District Court for the Northern District of California

Insights

NEWS

05/02/25

SHRM Publishes Contributed Article on Bradsbery v. Vicar Operating Inc.

Aaron Cargain , Lauren Roseman, Spencer W. Waldron

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PUBLICATION

04/24/25

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Aaron Cargain , Lauren Roseman, Spencer W. Waldron

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California Court Holds that Prospectively Signed Meal Period Waivers are Enforceable: 4 Steps You Can Take to Maximize Your Defenses

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Kagan, Jennifer S. Kieseewetter, Vance O. Knapp, Eliza L. Lloyd, Mary Grace Miller, Ariella T. Onyeama, Erin Price, Jenna B. Rubin, Kelsey E. Schiappacasse, Erica Given, Danielle Krauthamer Zobel, John M. Polson

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Aaron Cargain , Melissa Huether

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Aaron Cargain , Kelsey L. Wong Javier, Nicole Kamm, Jacklin Rad

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Nicole Kamm, Jacklin Rad, Aaron Cargain

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Colin P. Calvert, Aaron Cargain , Spencer W. Waldron

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