



Areen Babajanian

Of Counsel

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Service Focus

- California Litigation and Appellate
- Class and Collective Actions
- Employment Discrimination and Harassment
- Employee Defection and Trade Secrets
- Litigation and Trials
- Wage and Hour

Languages

- Armenian
- Farsi

Overview

Areen Babajanian is a seasoned litigator with extensive experience representing clients in employment and business disputes – on either side of the “v.” He has a keen understanding of plaintiffs’ side tactics, having represented employee litigants for the greater part of his career. At Fisher Phillips, Areen leverages this know-how to advocate effectively on behalf of management.

Prior to joining the firm, Areen honed a particular focus in wage & hour class action and Private Attorneys General Act (“PAGA”) jurisprudence. In that context, he has attained multiple appellate decisions in complex litigation matters involving the enforceability of arbitration agreements.

Areen is also well versed in issues relating to fair employment and employee defection. In these fact-intensive cases, he has a winning record with dispositive motion practice, leveraging process and substance to secure his clients’ interests. Areen has second-chaired multiple arbitration evidentiary hearings and litigated “Me Too” sexual harassment cases through case conclusion.

Active in the community, Areen has served as a volunteer attorney with Public Counsel, Bet Tzedek and the Glendale City Attorney's Office. He served as a Fellow with the Luys Education Foundation's Develop Armenia Program, stationed in the Republic of Artsakh. In his pro-bono advocacy, he previously assisted an undocumented Guatemalan client in securing his special juvenile immigrant status and desired legal guardianship.

While at Penn Law School, Areen served as a judicial extern in the chambers of the Honorable Judge Glynnis Hill, Philadelphia Court of Common Pleas - Criminal Division. He also served as a Senior Editor of the *Journal of International Law*, Vol. 33.

Recent Experience

Experience

- Successfully opposed employer's arguments to split a PAGA claim and demand individual "wage" claims to arbitration, thereby framing the California Supreme Court's 2019 "*Lawson*" decision. *Brooks v. AmeriHome Mortgage Co.* (2020) 47 Cal. App. 5th 624.
- Successfully reversed employer's order to compel individual arbitration, thereby securing class-wide arbitration and framing the US Supreme Court's 2018 "*Lamp Plus*" decision. *Garner v. Inter-State Oil Co.* (2020) 52 Cal. App. 5th 619.
- Appealed employer's order to compel arbitration and dismiss class claims under the Federal Arbitration Act, arguing that the California Arbitration Act applies and allows for the plaintiff to assert class claims. *Nixon v. AmeriHome Mortg. Co. LLC* (2021) 67 Cal. App. 5th 934 (appeal denied).
- Appealed employer's order to compel a non-signatory plaintiff to arbitration under alleged third-party beneficiary and agency theories. *Beltran v. San Diego County Credit Union*, 2020 Ca App. Ct. Briefs Lexis 3208 (settled favorably after finalizing briefing).

Credentials

Education

- J.D., 2012, University of Pennsylvania Law School
- Certificate, Business Economics and Public Policy, University of Pennsylvania, Wharton School of Business
- B.A., 2008, *summa cum laude*, University of California, Los Angeles

Bar Admissions

- California
- New York

Court Admissions

- California Supreme Court
- California Courts of Appeal
- U.S. District Court for the Central District of California
- U.S. District Court for the Eastern District of California
- U.S. District Court for the Northern District of California
- U.S. District Court for the Southern District of California
- U.S. Court of Appeals for the Ninth Circuit

Recognitions

- Recognized in *The Best Lawyers in America*, Ones to Watch (2023-2024)
- *Super Lawyers* Rising Star (2022-2023)

Affiliations

Professional Activities

- Armenian Bar Association

Community Activities

- Luys Foundation
- Public Counsel
- Bet Tzedek
- International Refugee Assistance Project
- Homeless Advocacy Project

Insights

EVENT

07/27/23

California Wage & Hour Mid-Year Update

Areen Babajanian, Christopher Chaplin

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NEWS

06/22/21

Fisher Phillips Adds Five Attorneys in Southern California

Christopher A. Gelpi, Areen Babajanian, Kelsey L. Wong Javier

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