



MARK A. DELGADO
Associate

CONTACT INFORMATION

Mark A. Delgado
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mdelgado@fablaw.com

Phone: 510-451-3300

Fax: 510-451-1527

Office: 1221 Broadway
Oakland, CA 94612

RELATED PRACTICES

» **Labor & Employment**

» Experience

Mr. Delgado is an associate and a member of the firm's Labor & Employment Practice Group. His practice focuses on management-side employment litigation and counseling in all areas of employment law, including wage and hour, wrongful termination, breach of contract, and discrimination and harassment. Mr. Delgado represents both public and private employers in administrative proceedings, class actions, single and multi-plaintiff cases, mediations and arbitrations, and federal and state appeals. Mr. Delgado also advises clients on issues pertaining to the management and discovery of electronically stored information.

In addition, Mr. Delgado provides employment counseling services to both large and small public and private companies and not-for-profit organizations. He advises his clients on the creation and implementation of human resource policies and procedures, workplace safety, employee privacy, harassment investigations, recruiting and hiring, performance management and appraisals, corrective actions and terminations, and record retention and document management.

Mr. Delgado conducts employment-related seminars and trainings for all levels of management, human resource professionals, in-house counsel, supervisors, and employees.

Since 2005, Mr. Delgado has volunteered as a Panel Attorney for the AIDS Legal Referral Panel (ALRP) and in 2006 was selected to serve on the ALRP's Board of Directors. In 2010 and 2011, he served as the Chair of the Board of Directors of ALRP.

» Education

J.D., Stanford University, 2001

B.A., Yale University, 1998



» **Admissions**

California State Bar; Ninth Circuit Court of Appeals; United States District Court (Northern, Central and Southern Districts of California)

» **Affiliations**

- State Bar of California, Labor and Employment Section
- Alameda County Bar Association, Labor and Employment Section, Chair 2009 - Present
- Bar Association of San Francisco
- Bay Area Lawyers for Individual Freedom
- AIDS Legal Referral Panel, Board of Directors Chair 2010 - Present
- San Francisco La Raza Lawyers Association

» **Speaking and Teaching Experience**

- 2010 Employment Law Update, December 3, 2009
- Creating Effective Social Networking and Computer Use Policies, July 15, 2009
- 2009 Update to the Family & Medical Leave Act, February 2009
- 2008 Employment Law Update for Human Resources Professionals, November 2007
- Doing Business in San Francisco: An Employment Law Update for Staffing Agencies, California Staffing Professionals, October 2007
- Doing Business in San Francisco: Resolving Complex Questions for Bay Area Employers, March 2007
- Avoiding Employee Retaliation Claims, October 3, 2006
- Drafting Employee Handbooks and Personnel Policies, Council on Education Management, March 2003
- Conducting Effective Workplace Investigations, Practising Law Institute, April 2002
- Workplace Privacy, Council on Education Management, March 2002 Court of Appeals

» **Honors and Awards**

- Northern California Super Lawyers, Rising Star, 2010, 2011

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