



RONNIE SHOU

ASSOCIATE

SAN FRANCISCO

☎ 415.956.1900

Ronnie Shou is an Associate and part of the Labor & Employment practice group. She advises employers on complex employment and compliance matters across the full employee lifecycle. She partners closely with HR leaders and executive teams to translate legal risk into practical, business-focused guidance. Ronnie's practice spans multi-state compliance strategy, workforce restructurings and WARN planning, workplace investigations, policy development, and day-to-day counseling on sensitive personnel issues.

Drawing on a strong litigation background, Ronnie helps employers navigate disputes from pre-litigation through resolution, manage agency matters, and implement proactive risk-mitigation strategies that support scalable growth. She regularly delivers manager trainings and collaborates cross-functionally to design compliant employment practices that align with business goals.

Before joining Bartko Pavia, Ronnie practiced at national law firms and represented clients across a range of industries, including technology, biotech, retail, and professional services. She is fluent in Mandarin Chinese and currently serves as an alumni coach for the UC Law SF Moot Court Team.

CREDENTIALS

EDUCATION

- University of California College of Law, San Francisco (Formerly UC Hastings), Juris Doctor, 2016
- UC San Diego , B.A. (Political Science), 2011

BAR ADMISSIONS

- State Bar of California, 2016

COURT ADMISSIONS

- US District Court for the Northern District of California
- US District Court for the Central District of California
- United States Court of Appeals for the Ninth Circuit

AREAS OF FOCUS

PRACTICES

Labor & Employment