



AN NGUYEN RUDA

CO-MANAGING PARTNER

SAN FRANCISCO

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An Nguyen Ruda is the CEO and Co-Managing Partner of Bartko Pavia LLP. She was elected to this position in January 2023. Under her leadership, the firm has expanded from its San Francisco office to Los Angeles and New York City. An focuses on the strategic growth and brand recognition of Bartko Pavia as an elite law boutique. She has spoken extensively of law firm leadership, including in [Above the Law](#), where she discussed the unique mindset required to run a firm. Her inspiring personal and professional journey was also featured in Chinese Hospital's [AAPI Spotlight newsletter](#), which highlighted her rise from humble beginnings to national legal leadership.

In her legal practice, An serves as a partner and strategic advisor to businesses, helping them navigate various workforce-related issues. Her clients range from small mom-and-pop shops to Fortune 500 companies, all of whom rely on her for personalized advice on employment matters, including individual terminations, wage and hour issues, company reorganizations, policy decisions, and employee retention strategies. An's litigation avoidance strategies have saved her clients significant amounts of money and time.

An is recognized as one of California's leading labor negotiators. She has acted as the Chief Negotiator on several major labor contracts, negotiating multiple master collective bargaining agreements, initial labor agreements, and successor agreements across various industries, including healthcare, newspapers, entertainment, manufacturing, and hospitality.

She is the go-to employment lawyer for many prominent restructuring firms and bankruptcy lawyers, often providing pre-petition advice on issues related to the WARN Act, severance, risk exposure, and reorganization. An has also served as Special Labor Counsel in several bankruptcy

cases, including one of the largest healthcare system bankruptcies in the country, where she renegotiated seven collective bargaining agreements in just 70 days - two of which were completed in one week - to facilitate a transaction closing through a 363 Sale.

It is very important to An to serve as a role model for young lawyers, inspiring them to lead their most authentic lives.

CREDENTIALS

EDUCATION

- Santa Clara University, School of Law, J.D., magna cum laude
- University of California, Berkeley, B.A., with highest honors

BAR ADMISSIONS

- State Bar of California

COURT ADMISSIONS

- United States District Court for the Northern District of California
- United States District Court for the Eastern District of California
- United States District Court for the Southern District of California
- United States District Court for the Central District of California

RECOGNITIONS

- Northern California Super Lawyer (2022-2025)

EXPERIENCE

- An obtained an award against a defense lawyer who kept documents in contravention of a settlement agreement, which resulted in two court of appeal decisions.
- An obtained a defense award in a wrongful termination matter filed by a C-Suite executive of a financial services company.

INSIGHTS

PRESS RELEASE | 30, OCTOBER 2025

AN RUDA SERVES AS JUDGE AT THE BERKELEY FEMALE FOUNDERS & FUNDERS SUMMIT

SPEAKING ENGAGEMENTS | 04, SEPTEMBER 2025

AN NGUYEN RUDA AND JOSIAH JENKINS PRESENT FOR THE SAN FRANCISCO EMPLOYER ADVISORY COUNCIL

Bartko Pavia's CEO & Co-Managing partner An Nguyen Ruda and associate Josiah Jenkins will present for the (SF EAC) California Employer Advisory Council on DEI: A New Four-Letter Bad Word and What It Means in this New Environment on September 11th, in San Francisco. This...

PRESS RELEASE | 13, MAY 2025

BARTKO PAVIA CEO FEATURED IN CHINESE HOSPITAL'S AAPI SPOTLIGHT

San Francisco, CA — May 2025 — Bartko Pavia LLP is proud to share that our remarkable CEO and Co-Managing Partner, An Nguyen Ruda earned a feature in Chinese Hospital's AAPI Heritage Month spotlight.

MEDIA MENTIONS | 06, MARCH 2025

BOUTIQUE MERGER CREATES BICOASTAL 'SWEET SPOT' IN NY, CALIF.

California-based litigation boutique Bartko LLP announced Monday that it has merged with New York-based Pavia & Harcourt to create a combined 61-lawyer firm with a substantial bicoastal platform in San Francisco

MEDIA MENTIONS | 06, MARCH 2025

CALIFORNIA, NEW YORK LITIGATION BOUTIQUES COMBINE TO CREATE BICOASTAL FIRM

Bartko is combining with Pavia & Harcourt to create Bartko Pavia, which will have 61 lawyers across Los Angeles, San Francisco and New York.

MEDIA MENTIONS | 06, MARCH 2025

NEWLY COMBINED FIRM, BARTKO PAVIA LLP, REDEFINES CLIENT SUCCESS WITH A BUSINESS-CENTRIC APPROACH

Bartko LLP and Pavia & Harcourt LLP combine to create a national firm with an international reach and business-centric approach, focused on their clients' goals and long-term success.

PUBLICATIONS | 30, JANUARY 2025

CLIENT ALERT: INCREASE IN SALARY THRESHOLD FOR ADMINISTRATIVE EXEMPTION FOR EMPLOYEES WORKING IN NEW YORK CITY

Starting on January 1, 2025, the minimum salary for New York City employees to meet the salary threshold for the administrative exemption is \$1,237.50 per week or \$64,350 per year.

HONORS AND AWARDS | 08, NOVEMBER 2023

BARTKO RANKED TOP LITIGATION BOUTIQUE

The firm is proud to be recognized in the November 1, 2023 Supplement to the Los Angeles and San Francisco Daily Journal as one of the "Top Boutiques" in California. In the article, Patrick M. Ryan is quoted as saying: "We thrive on representing both plaintiffs and defendants in major...

HONORS AND AWARDS | 01, NOVEMBER 2023

DAILY JOURNAL RECOGNIZES BARTKO AS ONE OF THE "TOP BOUTIQUES" IN CALIFORNIA

The firm is proud to be recognized in the November 1, 2023 Supplement to the Los Angeles and San Francisco Daily Journal as one of the "Top Boutiques" in California. In addition, Bartko recently celebrated its 45th Anniversary at their future office building on Sansome Street. See...

SPEAKING ENGAGEMENTS | 29, SEPTEMBER 2022

AN RUDA'S PARTICIPATION IN THE EVENT TITLED "WOMEN LEADERSHIP IN THE WORKPLACE"

On September 29, 2022, An participated in the event titled "Women Leadership In The Workplace."

PUBLICATIONS

- In October 2025, An served as a pitch competition judge at the Berkeley Female Founders & Funders Summit
- Continuing Education of the Bar Presents: Fundamentals of Employment Law
- Labor & Employment New Year Round-Up: What to Expect in 2020
- Labor & Employment 2018 Legislative Round-Up: What to Expect in 2019
- The California Court of Appeal Further Burdens California Hospitals by Barring Meal Waivers for Employees Working Long Shifts

- Daily Journal: Franchisors Should Beware Standardized Noncompetes
- Aspatore/Thompson Reuters: Inside the Minds: Negotiating and Drafting Employment Agreements, 2014 ed.
- Dancers at Los Angeles bar to become only unionized strippers in U.S. after 15-month battle, 2023
- Women Leadership in the Workplace, 2023
- Prisoner's Dilemma: Why Running A Law Firm Requires A Unique Mindset, 2025

AREAS OF FOCUS

PRACTICES

Labor & Employment