

Osaama Saifi

Senior Counsel

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About Osaama

For nearly a decade, Osaama Saifi has dedicated his practice to advising California employers.

Osaama is an experienced litigator who has tried multiple jury trials and defended employers and company executives in litigation related to meal periods, rest periods and overtime. He focuses his practice on defending employers in wage and hour class actions and claims brought under California's Private Attorneys General Act (PAGA). He engages in regular motion practice and has successfully obtained summary judgment on PAGA claims.

Osaama also has extensive experience in defending employers from discrimination and harassment claims brought under California's Fair Employment and Housing Act and Title VI under federal law. He has experience counseling both large public corporations and private companies on state and federal laws relating to personnel policies, employee handbooks, termination accommodations, COVID-19 and compensation, and conducting onsite inspections.

His practice also has a special emphasis in the area of artificial intelligence in the realm of employment law and regularly publishes articles about this emerging landscape.

Publications

"How To Ensure Compliance With California Overtime Laws And Federal Salary Thresholds," Co-Author, HR.com's Payroll, HRIS, Time & Attendance Excellence, July 2024

Education

Loyola Law School, J.D., 2015

- Scott Moot Court Honor's Board, National Team Oralist
- International Human Rights Clinic, Clinical Student
- Loyola Immigrant Rights Clinic, Clinical Student

University of California, Berkeley, B.A., with honors, 2012

- Canadian Rhodes Scholarship, Nominee
- California Alumni Association Scholarship



COUNSEL TO CALIFORNIA EMPLOYERS®

Presentations

"Navigating DOL Wage and Hour Investigations," Co-Presenter, Stafford Management, March 2026

"Wage & Hour Watch - What California Employers Need to Know Now," Co-Presenter, CDF Webinar Series, October 2025

"The Future of DEI for California Employers in a Shifting Legal Landscape," Panelist, CDF Webinar Series, April 2025

"Students for Fair Admissions One Year Later: Advising Employer Clients on DEI Programs; Title VII and Muldrow Effect," Co-Presenter, Stafford Management, October 2024

"Wage & Hour Legal Update & Best Practices for California Employers," Co-Presenter, CDF Webinar Series, March 2024

"Employer DEI Initiatives: Students for Fair Admissions and its Aftermath," Co-Presenter, Stafford Management, October 2023

Recognitions

>Member, Ahmadiyya Muslim Lawyers Association

Sacramento

San Francisco

Los Angeles

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