



Hello and welcome to
our April newsletter

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In This Issue:

Recognition & Growth: [Managing Partner Xinying Valerian](#) honored as an Outstanding Volunteer.

Case Updates: [\\$6.25M settlement for hospital workers; ongoing litigation protecting flight attendants' right to sick leave; Oracle sales reps' decade-long case reaches settlement.](#)

Social Justice Focus: [Continued commitment to advocacy in race discrimination, pregnancy discrimination, and more.](#)

Check in From Felicia Medina: [New Partner](#) discusses the importance of advocacy and a safe work environment.

New Team Members: [Welcome Salina Isaq](#) as an Associate attorney, [Eileen Torrez](#) as a paralegal, and [Nina Salameh](#) as a Legal Assistant.

Settlement for Workers at For-Profit Psychiatric Hospital

The approval process is currently underway for a \$6,250,000 settlement in a class action case seeking to recover compensation for missed, late, and short meal and rest breaks for hospital workers at an acute psychiatric hospital. Included are registered nurses, mental health workers, psychiatric technicians, and more. [Read more about this case here.](#) Currently, the San Francisco Chronicle is running an investigation on for-profit psychiatric hospitals. Already, the journalists have found that for-profit operators spend less on direct patient care compared to state nonprofit psychiatric hospitals, and that the volume of harmful incidents at for-profit institutions is far greater than what's documented in state citations. [Read more on the Chronicle's findings here.](#)

\$15,500,000 Settlement Reached for Sales Representatives

After nearly a decade of litigation, a settlement has been reached for sales representatives challenging unfair incentive compensation practices. Plaintiffs alleged that Oracle delayed issuing and back-dated compensation plans, delayed paying commissions, used vague criteria to reduce commissions, and more. The \$15,500,000 settlement will be reviewed in a hearing on April 30, 2025 by the San Mateo County Superior Court. If approved, 25% of the penalties will be distributed to Oracle employees while 75% will go to the Labor and Workforce Development Agency. Following approval, a settlement website will be created by the settlement administrator for employees to obtain more information. [Read more here.](#)

Join us in congratulating Xinying for being recognized as an Outstanding Volunteer!



Xinying Valerian, the founder and managing partner of Valerian Law was recognized as an Outstanding Volunteer in Public Service by the Justice & Diversity Center of the Bar Association of San Francisco. She was recognized for her involvement in the Federal Pro Bono project, which provides information and advice to self-represented litigants.



A Message from New Partner Felicia Medina

Now more than ever, we need to stay vigilant and take care of our clients. At Valerian Law, we are passionately combatting what can feel like unchecked corporate power with our expertise and exceptional advocacy. Currently, in addition to the cases highlighted in this newsletter, we are litigating or settling race class and individual matters, pregnancy discrimination cases, and harassment and hostile work environment disputes. Everyone deserves to work in a safe environment where their skills and talents can thrive.



Check out our client's and Felicia Medina's interview with NBC above, where they discuss the ills of pregnancy discrimination.

You can also watch Felicia's conversation with Karen Fleshman [about the attack on DEI here.](#)

If you are a white woman looking to deepen your commitment to anti-racism, we encourage you to join [Karen's powerful network](#) of global majority, BIPOC, and white women dedicated to defeating racism and sexism.

Book Time With Felicia

Challenging Unlawful Attendance Policies

Dan Gildor and Xinying Valerian are leading a class action lawsuit on behalf of California-based Alaska Airlines flight attendants who face disciplinary "points" for taking more than one stretch of sick leave per quarter. The suit alleges this no-fault attendance policy violates California labor laws and seeks reinstatement for terminated employees and an injunction against the policy. If you work under a similar policy, [contact us](#) for a free consultation about your legal rights.

[Read more about how sick leave is protected under state law here.](#)

Welcome to our new team members!



Salina Isaq

We're excited to have Salina join us as an Associate attorney. Previously, Salina worked as a managing attorney at Equal Rights Advocates, where she provided advice and representation to students and workers who experienced gender-based discrimination or harassment.



Eileen Torrez

We are delighted to have Eileen join us as a paralegal. Eileen is passionate about expanding access to legal representation for workers across California and previously spent nearly two years as a workers' rights and tenants' rights advocate at Centro Legal de la Raza.



Nina Salameh

Nina Salameh is joining Valerian Law as a legal assistant following her recent graduation from UC Berkeley. We're excited to have her join the team!



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