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Helen Luu

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Labor and Employment
Pro Bono
Technology
Employee Mobility, Competitive Hiring and Unfair Competition
Gig Economy
Emerging Companies

Helen represents employers of all sizes in all aspects of employment counseling and litigation, including advising on compliance with federal and state employment statutes, providing guidance on everyday employment matters, advising on worker classification issues, reviewing and developing personnel practices and procedures, conducting internal workplace investigations, advising on trade secret/employee mobility matters, providing guidance on reductions in force, drafting employment-related agreements, and performing due diligence on M&A. She also regularly conducts trainings on various employment-related topics for clients.

Helen has defended employers in federal and state courts and arbitration proceedings, as well as before administrative agencies, on a variety of employment claims. In 2024, as an assistant district attorney for the San Francisco District Attorney's Office, Helen first-chaired and second-chaired criminal jury trials.

Helen maintains an active pro bono practice, with an emphasis on employment and immigration matters. She has represented a Central American woman and her two young daughters at their asylum evidentiary hearing, successfully obtaining asylum on their behalf.

During law school, Helen served as a judicial extern for Judge Edward M. Chen of the US District Court for the Northern District of California and student counsel with the Hastings Appellate Project, where she briefed and argued a pro bono case before the US Court of Appeals for the Ninth Circuit. She also successfully represented clients before the US Social Security Administration and in criminal court through the UC Hastings Civil Justice Clinic. Helen was active in Hastings Moot Court as both a competitor and student coach. As a competitor, her team was regional champion and a quarterfinalist at the Thomas Tang National Moot Court Competition.

Helen is a recipient of the CALI Excellence for the Future and Witkin Top Student awards in civil procedure and received special recognition at graduation for Outstanding Achievement in Pro Bono.

Education

University of California College of the Law, San Francisco (formerly UC Hastings) JD, 2014

University of California, Berkeley BA, Mass Communications and Political Science, cum laude, 2008

Admissions & Credentials

California

Court Admissions

US District Court for the Eastern District of California

US District Court for the Southern District of California

US District Court for the Western District of California

US District Court for the Central District of California

US District Court for the Northern District of California

Rankings & Accolades

Best Lawyers: Ones to Watch in America: Litigation – Labor and Employment (2026)

Memberships & Affiliations

The State Bar of California