



SPENCER W. WALDRON

Partner

Irvine

949.798.2170

949.851.0152

Service Focus

- California Class Actions and PAGA
- Class and Collective Actions
- Employee Leaves and Accommodations
- FCRA and Background Screening
- Privacy and Cyber
- Reductions in Force (RIFs)
- Workplace Investigations

OVERVIEW

Spencer is a partner in the Irvine office. He is an aggressive litigator who has successfully represented clients in mediation, arbitration, in front of governmental agencies, as well as state and federal court proceedings. Spencer has particular experience in the areas of wage and hour laws, employee compensation plans, laws regulating drug testing and background checks, and harassment/discrimination claims.

Spencer has litigated numerous multi-plaintiff cases and class-action cases, including wage and hour claims, claims brought under the California Labor Code Private Attorneys General Act of 2004 (PAGA), the Fair Credit Reporting Act (FCRA) and analogous state laws, state and federal prevailing wage laws.

Spencer has also successfully defended employers against cases brought by individual plaintiffs, including claims of wrongful termination, discrimination, harassment, and retaliation. Likewise, he has handled audits conducted by the Department of Labor Standards Enforcement (DLSE), the United States Department of Labor (DOL), and the Employment Development Department (EDD).

Additionally, Spencer provides preventive advice and training to clients on various personnel issues, including background checks, drug testing, employee classification issues, strategic restructuring and layoffs, disciplinary issues, termination, medical leaves, FMLA/CFRA compliance, employee compensation agreements, and general employment policies and procedures.

Credentials

Education

- Pepperdine University Caruso School of Law, J.D., magna cum laude, Order of the Coif, 2011
- Pepperdine University, Graziadio School of Business, M.B.A., 2011
- Pepperdine University, Strauss Institute for Dispute Resolution, Certificate, Dispute Resolution, 2011
- Brigham Young University, B.S., 2006

Bar Admissions

- California

Court Admissions

- U.S. Court of Appeals for the Ninth Circuit
- U.S. District Court for the Central District of California
- U.S. District Court for the Northern District of California

- U.S. District Court for the Southern District of California
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Recognitions

- Recognized in *The Best Lawyers in America, Ones to Watch* (2023)
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Affiliations

Professional Activities

- Member, American Bar Association
- Member, California Bar Association
- Member, Orange County Bar Association

Community Activities

- Board Member, Pepperdine School of Law Orange County Alumni Association
- Chair, Brigham Young University Orange County Alumni Association

INSIGHTS

Insights

Feb 3, 2026

California Bills Would Require Human Review of AI Firings and 90-Day Notice for AI Layoffs

Insights

Jan 29, 2026

Employer Checklist for February 2026

Insights

Jan 27, 2026

Warning! The Warn Act is More Complicated Than You Think: 4 Steps for Employers Facing Layoffs

Insights

Jan 23, 2026

California Employer Guide to Federal “No Tax on Overtime” Law: Key Takeaways That May Surprise and Challenge Your Workplace

Insights

Nov 24, 2025

California Dealerships and Other Employers Win Wage-and-Hour Clarity: Court Upholds Hourly + Flag-Bonus Plans

Insights

Oct 30, 2025

Comprehensive FAQs For Employers on Hurricanes and Other Workplace Disasters: 2025 Edition