



Spencer W. Waldron

Partner

Irvine

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Email



Service Focus

- Class and Collective Actions
- Data Security and Workplace Privacy
- Employee Leaves and Accommodations
- FCRA and Background Screening
- Reductions in Force (RIFs)

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

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

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

Recognitions

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

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

EVENT 11/15/2023 & 11/16/2023

California Litigation Conference: Key Trends and Top Strategies for 2024

Usama Kahf, Steven P. Alvarado, Michael R. Greco, Anthony Isola, Sean Kingston, Andrew J. Sommer, Spencer W. Waldron

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EVENT 11/07/23

Clearing the Smoke: How Employers Can Prepare for California's New Cannabis Laws

Ashton M. Riley, Spencer W. Waldron

[Read more →](#)

INSIGHTS 11/01/23

How Can Employers Prepare for California's New Cannabis Laws? Answers to Your Top 5 Compliance Questions

Joshua Klein, Ashton M. Riley, Spencer W. Waldron

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EVENT 09/20/23

New California Background Check Requirements Take Effect October 1: 7 Things Every Employer Needs to Know

Spencer W. Waldron, Shannon N. Cahill

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NEWS 11/10/23

Irvine Partner Discusses the Pros and Cons of Ban-the-Box Policies

Spencer W. Waldron

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INSIGHTS 11/03/23

Workplace Law Update: 10 Essential Items on Your November To-Do List

Alba V. Aviles, Steven M. Bernstein, J. Randall Coffey, Patrick J. Collopy, Tami Essis Culkar, Theresa D'Andrea, Benjamin M. Ebbink, Scott Fanning, Chantell C. Foley, Edward F. Harold, Ralph Hua, Wendy Hughes, Jang Hyuk Im, David S. Jones, Jennifer S. Kiesewetter, Joshua Klein, Alexandra LaCombe, Richard R. Meneghello, Steve A. Miller, Joshua D. Nadreau, Lisa Nagele-Piazza, Ashton M. Riley, Shanon R. Stevenson, David J. Walton, Sarah Wieselthier, Spencer W. Waldron

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INSIGHTS 10/02/23

Workplace Law Update: 10 Essential Items on Your October To-Do List

Cheryl L. Behymer, Steven M. Bernstein, Shannon N. Cahill, Melissa (Osipoff) Camire, Jeffrey M. Csercsevits, Benjamin M. Ebbink, Rick Grimaldi, Krista L. Hurst, Todd B. Logsdon, Todd A. Lyon, Richard R. Meneghello, Joshua D. Nadreau, Jennifer B. Sandberg, Shanon R. Stevenson, J. Hagood Tighe, Travis Vance, Spencer W. Waldron, Sheila M. Willis

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INSIGHTS 09/13/23

New California Background Check Requirements Take Effect October 1: The 7 Things Every Employer Needs to Know

Shannon N. Cahill, Spencer W. Waldron

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INSIGHTS

08/25/23

Comprehensive FAQs For Employers on Hurricanes and Other Workplace Disasters: 2023 Edition

Erin Waldron Anderson, Steven M. Bernstein, Sheldon J. Blumling, Risa B. Boerner, Kathleen McLeod Caminiti, Myra K. Creighton, Steven R. Cupp, Amanda Davinson, Edward F. Harold, Brett Holubeck, Matthew R. Korn, Sarah Leon, Todd A. Lyon, Robin Repass, Shanon R. Stevenson, Travis Vance, Joshua H. Viau, Spencer W. Waldron, Megan C. Winter

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INSIGHTS

08/04/23

Workplace Law Update: 22 Essential Items on Your August To-Do List

Emily Alvarez, David E. Amaya, Michelle I. Anderson, Amanda M. Blair, Ted Boehm, Suzanne K. Bogdan, Jennifer B. Carroll, J. Micah Dickie, Anet Drapalski, Benjamin M. Ebbink, Jason A. Fischbein, Ilanit Fischler, Lonnie D. Giamela, Rosemary S. Gousman, Darcey M. Groden, David H. Han, Marty Heller, Melissa Huether, Jang Hyuk Im, Megan L. Janes, Usama Kahf, Nicole Kamm, Anne Yarovoy Khan, Sarah Leon, Courtney Leyes, Emily N. Litzinger, Todd A. Lyon, Richard R. Meneghello, R. Henry Moore, Joshua D. Nadreau, Alden J. Parker, Christopher G. Peterson, Erin Price, Monica Snyder Perl, Nan Sato, Landon R. Schwob, Evan Shenkman, Shanon R. Stevenson, Sharon Suh, Hannah Sweiss, Spencer W. Waldron, David J. Walton, Sheila M. Willis, Arthur M. Wolfson, Annie Ziesing

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