Spencer W. Waldron  
*Partner*

Irvine  
t: 949.798.2170  
f: 949.851.0152  
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
Insights

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
Read more →

NEWS 11/10/23
Irvine Partner Discusses the Pros and Cons of Ban-the-Box Policies
Spencer W. Waldron
Read more →

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 11/03/23
Workplace Law Update: 10 Essential Items on Your November To-Do List
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
Read more →

INSIGHTS 10/02/23
Workplace Law Update: 10 Essential Items on Your October To-Do List
Read more →

EVENT 09/20/2023
New California Background Check Requirements Take Effect October 1: 7 Things Every Employer Needs to Know
Spencer W. Waldron, Shannon N. Cahill
Read more →

INSIGHTS 09/13/2023
New California Background Check Requirements Take Effect October 1: The 7 Things Every Employer Needs to Know
Shannon N. Cahill, Spencer W. Waldron
Read more →
Comprehensive FAQs For Employers on Hurricanes and Other Workplace Disasters: 2023 Edition
Read more →

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