



## **CHRISTOPHER J. ARCHIBALD**

**Partner**

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## **BIOGRAPHY**

Chris Archibald focuses his practice in all areas of labor and employment law and has handled a wide variety of matters including complex wage and hour class actions, Private Attorneys General Act (PAGA) claims, trade secret litigation, sexual harassment, retaliation, discrimination, and wrongful termination claims. In addition to litigating, Chris advises employers regarding effective methods to avoid employment-related claims, especially in the wage and hour context.

Chris has litigated over 50 class and other representative actions in the federal and state courts. He has successfully defeated class and representative claims at both the pleading and class certification stages. He also has extensive experience evaluating and preparing exposure analyses of wage and hour liability in both the audit and litigation contexts. Chris has also successfully defeated several cases alleging discrimination, harassment, retaliation, or wrongful termination.

Chris has extensive experience defending employers before the Equal Employment Opportunity Commission (EEOC), the California Department of Fair Employment and Housing, the Division of Labor Standards Enforcement, the California Unemployment Insurance Appeals Board, and various other federal and state agencies.

Chris represents or works with employers in a wide ranging, diverse group of industries, including retail, staffing, transportation, healthcare, manufacturing, and hospitality. The clients he represents range from Fortune 500 companies to small, local businesses.

While in law school, Chris was a member of both the Pepperdine Law Review and Moot Court Board. He graduated from Pepperdine with honors as a member of the *Order of the Coif*.

## CIVIC INVOLVEMENT & HONORS

*Best Lawyers in America: Ones to Watch*, Labor and Employment, 2023 - 2025

## PROFESSIONAL AFFILIATIONS

- Orange County Bar Association (Labor and Employment Section)

## ADMISSIONS

- Missouri, 2021
- Colorado, 2009
- California, 2007

## EDUCATION

- Pepperdine University, J.D., cum laude, 2007
- Pepperdine University, J.D., Order of the Coif, 2007
- Westmont College, B.A., summa cum laude, 2003

## RELATED PRACTICE AREAS

- Employment & Labor
- Investigations
- Litigation & Dispute Resolution

- Regulation, Compliance & Advisory
- Employment Class & Collective Actions
- Cross-border Employment Issues
- Class Actions
- Intellectual Property and Technology Disputes
- Class Actions & Mass Torts
- Business & Commercial Disputes

## EXPERIENCE

- Defended several large wage and hour class actions.
- Defended employers in sexual harassment, retaliation, discrimination, and wrongful termination claims.
- Defended and prosecuted trade secret litigation in order to protect clients' valuable information.
- Defended hearings before the California Department of Labor Standards Enforcement, resulting in no award to the employee.
- Obtained rulings in favor of numerous employers before the California Department of Fair Employment and Housing and United States Equal Employment Opportunity Commission.

## RESOURCES

### SPEAKING ENGAGEMENTS

- California Employment Law Updates; Financial Executives International – Orange County Chapter; Pacific Club, Newport Beach, California; November 10, 2021
- "Mediating Your Way to Success," California Employment Lawyers Association Annual Conference, Oakland, CA, September 25, 2015
- "Making Sure Your Employees Really Are Exempt (And Making Sure They Stay That Way)," Santa Barbara Human Resources Association, Santa Barbara, CA, February 28, 2013

## RELATED INSIGHTS

News

Feb 27, 2025

**BCLP advises Caleres, Inc. in acquisition of the Stuart Weitzman brand from Coach parent Tapestry, Inc.**

Awards

Aug 17, 2023

**The Best Lawyers in America® 2024**

Awards

Aug 18, 2022

**The Best Lawyers in America© 2023**

Blog Post

Dec 13, 2021

**Changes and Developments in California Employment Laws for 2022**

News

Nov 10, 2021

**BCLP Names Largest Class of Partner Promotions**

Blog Post

Sep 24, 2021

**Ninth Circuit Upholds California's Ban on Mandatory Arbitration of Employment Disputes**

Blog Post

Feb 05, 2021

**California's Wage Statement Law Applies to Interstate Transportation Workers**

Blog Post

Nov 20, 2020

**New California Family Rights Act Dramatically Expands Employee Rights and Employer Obligations**

Blog Post

Jul 08, 2019

**California Employers Have Less Than Six Months To Complete Sexual Harassment and Abusive Conduct Training**