



## Neil A. Eddington

### Associate

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## OVERVIEW

Neil Eddington is an associate in the firm's Labor, Employment, and Workplace Safety practice. He handles a broad range of employment-related cases, he is most often called upon to leverage his experience litigating and advising on wage and hour issues. Neil oversees single plaintiff and collective actions (class action and PAGA claims) alleging wage and hour violations, including regular rate of pay, overtime and meal and rest break issues, to name a few.

Neil also provides misclassification and exemption analyses and advises clients when it is appropriate to reclassify workers to minimize litigation risk. He also performs wage and hour audits and, when necessary, counsels clients about implementing new payroll practices, which oftentimes involves coordination between management, HR, and finance executives.

Beyond his work in wage and hour law, Neil litigates restrictive covenant, wrongful termination, sexual harassment and discrimination (FEHA), pay equity, breach of contract and fiduciary duty matters. Likewise, he conducts internal workplace investigations and offers advice and counsel regarding personnel decisions, all in an effort to minimize his clients' litigation exposure.

## ADDITIONAL BACKGROUND

As student at Pepperdine University School of Law, Neil was an editor of the Pepperdine Dispute Resolution Law Journal and earned a certificate from the Straus Institute for Dispute Resolution. During the summer of his first year, Neil interned with a Charlotte based NBA team, reviewing active NBA player contracts and conducting salary cap and incentive compensation analyses. He also represented investors in FINRA arbitrations as a certified law clerk in Pepperdine's FINRA Investor Advocacy Clinic. These days, Neil serves as a Pepperdine Law Alumni mentor to current and former law students at the university.

## EDUCATION

- J.D., Pepperdine University School of Law, 2017
- B.A., University of Washington, 2013

## ADMISSIONS

- Bar of California

## THOUGHT LEADERSHIP *POWERED BY HUB*

- 6 November 2023, The Essentials—California Employment Law Update for 2024
- 19 July 2023, Stand and Deliver: PAGA Plaintiffs May Still Litigate Representative Claims Not Compelled Into Arbitration
- 28 March 2023, California Pay Transparency Act: Considerations for Employers

## OTHER PUBLICATIONS

- Neil Eddington, "Uber Hitches a Ride with Arbitration: How Pro-Arbitration Attitudes and Uber Will Prevail in California and the Ninth Circuit," *17 Pepp. Disp. Resol. L.J.* 203 (2017)
- Neil Eddington, "A comprehensive audit is crucial for wage and hour compliance," *HR Dive*, 1 March 2022.

## MEDIA MENTIONS

- Commented in "The Senate rejected Biden's wage-hour pick. What does that signal for employers?" *HR Dive*, 6 April 2022

## AREAS OF FOCUS

- Labor, Employment, and Workplace Safety