



## Chandra S. Andrade

Partner

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Chandra Andrade specializes in counseling employers in workplace disputes and defending them in single-plaintiff, class-action, and PAGA litigation. Although she advises clients in a broad range of industries, the bulk of her work is for technology firms, food and beverage companies, and wineries. Chandra handles a wide variety of issues including wage and hour compliance, harassment and discrimination claims, performance management, and workplace policies and training.

Chandra's practice falls into two broad categories. First, Chandra is a skillful and effective litigator. Her experience includes successful early resolution to numerous cases through demurrer, dismissal and favorable settlement. When settlement is not optimal, she is an effective advocate on her feet, with broad experience defending clients at agency, trial, and appellate levels. She is an active member of the Association of Business Trial Lawyers, where she served as chair of the Leadership Development Committee.

Second, Chandra works with clients on compliance and proactive resolution of pre-litigation disputes. With a practical, business-oriented approach that seeks the best results in the most efficient manner, she is particularly effective at working with growth companies that have limited experience with employment issues. Employment law can be an emotionally loaded undertaking, where careers, dignity, and livelihood are at issue. Chandra approaches potentially volatile situations in a calm, matter-of-fact, and collaborative manner that emphasizes working together to find solutions. She brings sensitivity to the day-to-day realities of her clients' personal and business priorities and pride in being a reliable, responsive resource for her clients.

### Memberships and Affiliations

- Member, 2017 Chair, Leadership Development Committee, Association of Business Trial Lawyers

## Experience

### Insurance Counseling

Advised client on how to address problematic employee to put an end to improper conduct and protect the business from liability.

### California's Equal Pay Act

Represented global technology retailer in a putative class action alleging pay disparities under California's Equal Pay Act and Private Attorneys General Act; obtained favorable settlement pre-discovery.

### Discrimination-based Failure to Hire Litigation

Obtained summary judgment for global e-retail and technology company in civil litigation alleging failure to hire based on race, national origin, age, and religious discrimination.

## Services

- Employment
- Business Litigation
- Technology
- Wine

## Education

- University of California, Berkeley, School of Law (J.D., 2010)
  - . *California Law Review*, Berkeley Journal of Criminal Law
- Princeton University (B.A., 2005)
  - . *cum laude*

## Bar Admissions

- California

### **Private Attorney Generals Act Litigation**

Represented global e-retail and technology company in litigation under California's Private Attorneys General Act alleging non-compliant break policies and unpaid wages; obtained favorable settlement after limited defense discovery.

### **Topete v. Treasury Wines**

Defended Treasury Wine Estates Americas Company in a putative class action by all current and former non-exempt employees who worked for in California in 2011 through 2016. Plaintiffs' alleged Treasury failed to include all non-discretionary incentive pay in the regular rate of pay for overtime purposes; failed to provide second meal periods to its non-exempt employees on shifts over 10 hours; implemented an uneven time-rounding practice; and failed to maintain and issue accurate payroll records. Civil penalties were sought under the Private Attorneys General Act. Without formal discovery, we reached an early mediated resolution of all claims minimizing litigation costs for our client.

## **Publications**

February 22, 2022

### **Preparing Your Cannabis Business for California's New Employment Laws in 2022**

*Cannabis Education Series*

February 17, 2022

### **Preparing Your Organization for California's New Employment Laws in 2022**

*Nonprofit Education Series*

February 16, 2022

### **Preparing Your Wine Business for California's New 2022 Employment Laws**

*Wine Industry Education Series*

December 7, 2021

### **New California Employment Laws in 2022**

April 29, 2021

### **Employment Law Issues to Consider Before Including Work Made for Hire Clauses in Contractor Agreements**

*ABTL Report - Spring 2021*

December 11, 2020

### **California Employers Face Various New Laws in January 2021**

March 31, 2020

### **Families First Coronavirus Response Act - Posting Requirement for Employers**

March 31, 2020

### **Use Caution When Laying off Employees Without a Return to Work Date**

December 23, 2019

### **New Laws for California Employers in 2020**

October 30, 2019

### **California's AB5 Codifies Stricter Rules for Independent Contractors - What Wine Industry Employers Need to Know**

*North Bay Business Journal*

September 19, 2019

### **California's AB5 Codifies Stricter Rules for Independent Contractors - What Employers Need to Know**

10/10/2018

**New California Employment Laws Will Require Significant Changes in 2019**

11/16/2017

**New Employment Laws Will Require Changes for Most Employers in 2018**

4/24/2017

**Refusal to Rescind Employee's Voluntary Resignation Is Not an Adverse Employment Action Under FEHA**

4/13/2016

**California Court Imposes Duty to Accommodate Non-Disabled Employees Associated With Disabled Persons**

12/9/2015

**CPA-Client Privilege Doesn't Extend to Criminal Proceedings**

10/13/2015

**New California Law Allows Employers to Cure Two Wage Statement Violations Within Limited Period**

10/6/2015

**California Court Approves Retaliation Protection For Private Police Report**

6/1/2015

**Supervisor-Caused Stress is Not a "Disability" under the FEHA**

4/8/2015

**San Francisco's Minimum Wage Increases to \$12.25 on May 1, 2015**

1/13/2015

**California's Sick Leave Law Will Require Altering Most PTO Programs by July 2015**

12/12/2014

**NLRB Limits Employers' Ability to Restrict Employee Email Use During Nonworking Time, Reversing Precedent**

9/16/2014

**New Law Requires California Employers to Provide Paid Sick Leave**

8/18/2014

**California Employers Required to Pay Employees' Work-Related Cell Phone Expenses**

4/21/2014

**California Court Authorizes Fitness for Duty Examination After Employee Returns from FMLA Leave**

3/25/2014

**New Legal Guidance For Modifying Arbitration Agreements**

## Outside the Office

Chandra is a San Francisco native and loyal Giants fan. She loves skiing down Lake Tahoe slopes, exploring new neighborhoods with her husband and two children, and being extremely ok at cooking.