



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 and consumer product companies. Her clients range from family business ventures to Fortune 500 corporations. 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 dismissal, summary judgment, and favorable settlement. When early resolution is not possible or optimal, Chandra is a tenacious advocate on her feet, with broad experience defending clients at trial, in agency tribunals, and on appeal. She is an active member of the Association of Business Trial Lawyers, where she served as chair of the Leadership Development Committee, and is now a member of the Board of Governors for the Northern California Chapter.

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 California's unique employment laws and regulations. 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. 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
- Member, Board of Governors, Association of Business Trial Lawyers - Northern California Chapter (2024)

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.

Services

- Employment
- Business Litigation
- Consumer Products + Manufacturing
- 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

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.

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 the company in California from 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

July 22, 2024

PAGA Amendments: A Reprieve for Employers Proactively Addressing Labor Code Violations, but Ambiguities Remain

April 23, 2024

California's Estrada Decision and Impact on Employers and PAGA Claims
HR Daily Advisor

March 1, 2024

Employment Law Symposium Recordings & Articles

January 30, 2024

Trial Courts' Tool Box Doesn't Include PAGA Manageability Authority
Daily Journal

January 18, 2024

Conducting Effective, Defensible Investigations (With Lessons Learned from Summary Judgment & Trial)

December 5, 2023

A Summary of New Laws Coming for California Employers in 2024

July 21, 2023

Compelling Employees to Arbitration Suddenly Has Less of an Upside
Daily Journal

January 30, 2023

California's New Pay Transparency Law
EO Radio Show – Your Nonprofit Legal Resource

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.