

Neil A. Eddington

Partner

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OVERVIEW

Neil Eddington is a partner 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.

ACHIEVEMENTS

- Recognized in *Best Lawyers: Ones to Watch® in America* in Los Angeles, CA
  - Labor and Employment Law - Management, 2026
  - Litigation - Intellectual Property, 2026
  - Litigation - Labor and Employment, 2026

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*

- 8 June 2026, California Lays the Groundwork for More Sweeping AI Workforce Regulation—Employers Should Start Preparing Now
- 6 March 2026, DOL Publishes Proposed Rule to Rescind the 2024 Biden-Era Independent Contractor Test
- 21 August 2025, California Employers Granted Slight Reprieve From Onerous Arbitration Fee Payment Requirements
- 29 May 2025, 2025 Year-To-Date Review of AI and Employment Law in California
- 6 November 2023, 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.

NEWS & EVENTS

- 6 January 2026, K&L Gates Names More Than 25 New Partners Across Firm

OTHER 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
- Contract Workers