



COUNSEL TO CALIFORNIA EMPLOYERS®

## Leigh A. White

### Partner

18300 Von Karman Avenue, Suite 800  
Irvine, CA 92612

[lwhite@cdflaborlaw.com](mailto:lwhite@cdflaborlaw.com)

T (949) 622-1661, ext 1446



### About Leigh

In her over two decades of defending and advising employers, Leigh A. White has successfully resolved complex litigation and disputes, ranging from individual claims of discrimination, harassment, retaliation, wage and hour class actions, and trade secret allegations. When defending clients against these types of claims, Leigh brings her focused determination and her tried and true experience to the courtroom.

She has defended employers in numerous jury and bench trials, as well as in arbitration, in cases involving allegations of national origin discrimination, sexual harassment, wrongful termination, race discrimination, retaliation, gender discrimination, and wage and hour violations. Additionally, Leigh has successfully defended favorable decisions in state appellate courts and has obtained summary judgment for dozens of large corporations with major California workforces.

For over a decade, Leigh has also been on the front lines defending California employers since the rash of wage and hour class actions began. Her experience includes assisting in defeating class certification, achieving advantageous settlements, and preparing and defending employers at trial in these high stakes cases. She is one of the few California attorneys who has taken a wage and hour class action to trial before a jury.

Leigh forms a partnership with clients and identifies their business goals to help guide creative strategies to litigation challenges. As part of her workplace solutions, advice, and training, she helps modify national company policies and systems to comply with California law specifics, and trains human resources departments on complex California employment law issues.

### Education

Southern Methodist University,  
Dedman School of Law, J.D.,  
1993

- Order of the Coif
- Journal of Air Law & Commerce, Notes & Comments Editor, 1992-93

University of Arkansas at Fayetteville, B.S.B.A, Finance Management and Accounting, 1990

### Written Opinions

Prehodka v. Hyundai Motor America, 2011 Cal. App. Unpub. LEXIS 1930 (March 16, 2011)

Chmielewski v. Target Corp., 2008 Cal. App. Unpub. LEXIS 3918 (May 14, 2008)

Sacramento

San Francisco

Los Angeles

Orange County

San Diego



## Publications

"California Board of Directors Diversity Law Violates Equal Protection," Co-Author, Daily Journal Corporation, May 2022

"California Labor and Employment Law: Tips to Prepare for 2018," Orange County Lawyer, April 2018

Hernandez v. Target Corp.,  
2008 Cal. App. Unpub. LEXIS  
1329 (Feb. 19, 2008)

Hood v. BAX Global Inc., 2004  
Cal. App. Unpub. LEXIS 6867  
(July 22, 2004)

## Presentations

"Avoiding Litigation - Effective Disability Accommodation Practices for California Employers," Co-Presenter, CDF Webinar Series, August 2024

"Pay Equity," Co-Presenter, Mathison's Pay Equity Summit, in partnership with Ashby and OpenComp, May 2023

"California Fair Pay Act And Related Requirements – What California Employers Should Know," Co-Presenter, CDF Webinar Series, April 2023

"Internal Pay Equity Audits," Hospital Association of Southern California, October 2022

"The Intersection of California and Federal Leave of Absence Laws as Workplaces Struggle with COVID-19," Co-Presenter, CDF Webinar Series, October 2021

## Recognitions

Listed, Best Lawyers® "Lawyer of the Year" - Class Action Defense (2020 & 2024), Irvine, CA

Listed, Best Lawyers® - Class Actions Defense (2016 - 2026) and Employment Law Management (2016 - 2026), Irvine, CA

Listed, Southern California Super Lawyers, 2018 & 2020 - 2023, 2025

CDF Labor Law LLP

California Labor & Employment Law Blog, Editorial Board, 2021 - Present

Managing Partner, CDF Orange County Office, 2013 - 2015