

## Phillip Chan

Sacramento, California  
Senior Counsel

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### **Areas of Practice & Industry Specialties**

Litigation; Labor & Employment

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Phillip Chan is a Senior Counsel and a member of the Litigation and Labor & Employment Practice Groups in the Firm's Sacramento office. He has represented individuals and companies in the building products, construction, financial, agriculture, insurance, healthcare, and transportation industries. He has extensive experience in litigating a variety of legal issues, ranging from pleadings, discovery, and motion practice, to trial and appellate practice. He also has experience enforcing judgments.

As an employment litigator, he defends employers against single-plaintiff and class action claims. He has defended employers from claims of discrimination, retaliation, harassment, and wrongful termination under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act ("ADA"), the Rehabilitation Act, the Age Discrimination in Employment Act ("ADEA"), the Family and Medical Leave Act ("FMLA"), the California Family Rights Act ("CFRA"), the Fair Labor Standards Act ("FLSA"), the California Constitution, the California Fair Employment and Housing Act ("FEHA"), the Worker Adjustment and Retraining Notification Act ("WARN"), and the CalWARN. He has defended employers against wage and hour claims under the California Labor Code, including claims under the Private Attorneys General Act ("PAGA") and the FLSA. He has also represented employers before the Occupational Safety and Health Administration and the Appeals Board in informal conferences and appeals.

Mr. Chan frequently provides practical employment counseling and preventative advice to employers on variety of issues including:

- Hiring,
- Disciplinary issues,
- The interactive process and reasonable accommodations,
- Employee disputes and workplace retraining orders,
- Employee classification issues,
- Wage and hour compliance,
- Preparing and implementing employment policies and procedures,
- Employee handbooks and personnel manuals,
- Alternative workweek schedules, and
- Interpreting and complying with new and existing federal, state, and local laws and regulations.

Mr. Chan practices before federal and state courts as well as administrative agencies, including the Equal Employment Opportunity Commission ("EEOC"), the Department of Fair Employment & Housing ("DFEH"), the Department of Labor Standards Enforcement ("DLSE"), the Employment Development Department ("EDD"), and the Occupational Safety and Health Administration ("OSHA") and Cal/OSHA. He also has experience in alternative dispute resolution, including mediation and arbitration.

Mr. Chan also has experience in construction law, representing general contractors and subcontractors in

delay claims, mechanics lien proceedings, and defect claims.

Prior to joining the firm, Mr. Chan was the General Counsel of Pacific Coast Companies, Inc., which is a subsidiary of Pacific Coast Building Products, Inc.—an international building products company.

Recently, Mr. Chan was recognized as one of *Sacramento Magazine's* 2022 Top Lawyer in the field of Labor & Employment.

### **Education**

Phillip Chan received his J.D. from University of Minnesota Law School, where he was an editor on the Minnesota Journal of International Law, and B.A. in Economics from University of California, Los Angeles.

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### **Bar Admissions**

- California