



Ryan L. Eddings

Partner

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Firm Leadership

Fresno Market Leader

Areas of Focus

- Labor and Employment
- Employment Class Actions
- Litigation and Dispute Resolution



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Ryan represents employers in all aspects of labor and employment law, providing strategic counsel and skilled defense across a wide range of workplace matters. His practice includes wage and hour class and PAGA actions, collective bargaining, labor arbitrations, and proceedings before the National Labor Relations Board and the Agricultural Labor Relations Board, as well as representation in harassment, discrimination, retaliation, wrongful termination, and individual wage and hour disputes.

Ryan defends employers against claims involving unfair competition, breach of contract, and violations of key federal and state laws, including Title VII of the Civil Rights Act, the National Labor Relations Act (NLRA), the California Agricultural Labor Relations Act (ALRA), the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), the Fair Employment and Housing Act (FEHA), and the California Labor Code.

He regularly appears before California state and federal courts, as well as before administrative agencies including the Equal Employment Opportunity Commission (EEOC), the Department of Fair Employment and Housing (DFEH), the Division of Labor Standards Enforcement (DLSE), and the Workers' Compensation Appeals Board (WCAB).

In addition to litigation, Ryan devotes a substantial portion of his practice to advising clients on all facets of the employment relationship. His advisory work includes matters involving hiring, terminations, workplace violence prevention, reductions-in-force,

disability accommodations and leave management, as well as non-compete and non-solicitation agreements. He also assists with drafting and reviewing employment policies, handbooks, and contracts to ensure compliance and mitigate risk.

Ryan's proactive, client-focused approach helps employers navigate complex legal issues and maintain productive, compliant workplaces.

Publications

"2026 California Labor & Employment Update," Labor and Employment Legal Alert (December 2025)

"California Court Clarifies Limits of Charter City Exemptions from Prevailing Wage Law," Labor and Employment Legal Alert (August 2025)

"California Employers Can Use Prospective Meal Break Waivers for Short Shifts," Labor and Employment Legal Alert (May 2025)

Press

"U.S. Tech Industry Mulls Grim Impact of Trump's \$100,000 Toll on Foreign Talent," *WorkLife* (September 2025)

Honors & Awards

Best Lawyers in America (2018-2023)

Professional Affiliations

American Bar Association

Illinois State Bar Association

Board of Directors, Fresno County Bar Association

Education

J.D., Loyola University Chicago School of Law (2006)

B.A., University of California, Berkeley (2002)

Admissions and Courts

California

Illinois

U.S. District Court for the Northern District of California

U.S. District Court for the Eastern District of California

U.S. District Court for the Central District of California

U.S. District Court for the Northern District of Illinois