

Philip B. Baldwin

Shareholder

333 Bush Street
34th Floor
San Francisco, CA 94104
main: (415) 433-1940
direct: (415) 288-6356
fax: (415) 399-8490
pbaldwin@littler.com



Overview

Philip B. Baldwin advises and represents employers in a broad range of traditional labor and employment law matters arising under federal and state laws, including:

- High-stakes class actions and representative actions under the California Private Attorneys General Act (PAGA)
- Independent contractor misclassification matters, including those involving the “gig” or sharing economy and those in the transportation industry
- Wage and hour matters, including claims involving minimum wage and overtime obligations, meal and rest breaks, expense reimbursement, and wage-statement violations
- Whistleblower/retaliation, harassment, and discrimination claims
- Breach of contract and wrongful termination claims
- Advice and counsel, relating to the full spectrum of labor and employment laws
- Traditional labor matters, including negotiating collective bargaining agreements, handling arbitrations, and defending clients before the National Labor Relations Board
- The development of state-of-the-art policy documents, including arbitration agreements, handbooks, and contractor agreements

Phil works with clients across many industries, and his experience in California and federal law has yielded tremendous results for many Littler clients. Phil is also a member of the San Francisco office’s hiring committee.

Before joining Littler, Phil interned with the Hon. Peter J. Messitte in the U.S. District Court for the District of Maryland, the U.S. Department of Justice’s Office of Special Counsel for Immigration-Related Unfair Employment Practices, and the U.S. Attorney’s Office in Washington, D.C. During law school, Phil was senior articles editor for the *Georgetown Journal of Gender and the Law* and helped the U.S. Attorney’s Office in Washington, D.C. run a mock-trial club at a local high school. He also received the John F. Kennedy Labor Law Award, which is given to the graduating student who achieved the best overall performance in the field of labor law.

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2022
- Recipient, John F. Kennedy Labor Law Award, *Georgetown University Law Center*, 2015
- Recipient, CALI Award for Excellence in Mediation and Negotiations, *Georgetown University Law Center*

Education

J.D., Georgetown University Law Center, 2015, *cum laude*

B.A., University of Maryland, 2012, *cum laude*

Bar Admissions

California

Publications & Press

Littler Elevates 33 Attorneys to Shareholder

Littler Press Release

January 6, 2022

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

The Eternal Debate on External Law in Labor Arbitration: Where We Stand Five Decades After Meltzer v. Howlett.

16 Pepp. Disp. Resol. L.J. 31

May 2016

Speaking Engagements

2021 California Virtual Regional Employer Conference

Sacramento, CA

October 28, 2021

Complying with California Wage and Hour Laws

Lorman Education Services Webinar

October 20, 2021

2020 Virtual California Employer

November 19, 2020