

DAVID L. CHENG

Partner / Los Angeles

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David Cheng is the Office Managing Partner for FordHarrison's Los Angeles office. He focuses his practice on complex business disputes and wage and hour class and collective action cases brought under both federal and state law.

David has successfully handled all aspects of litigation, from initial investigation to trial in both individual and class action matters. He is experienced litigating in both state and federal court, as well as private arbitration.

David also handles a broad range of employment litigation matters, and regularly counsels employers on hiring practices, background checks, terminations, workplace investigations, reductions in work force issues, and litigation avoidance practices. David also provides guidance to employers regarding negotiation of separation agreements, drafting employment handbooks, policies, and procedures, and various issues related to wage and hour compliance. David focuses his practice on proactive assistance to clients, in order to avoid actionable conduct relating to employment issues in the future and in line with his clients' business needs and goals.

Prior to joining FordHarrison, David was an attorney at a plaintiff-side law firm that represented individuals both in labor and employment law and consumer-related disputes, which provides him with great insight into the potential challenges that companies often face in litigation.

Representative Experience

- » Successfully defeated California wage and hour class action against large international restaurant chain.
- » Defeated California wage and hour class action against leading provider of health care services alleging meal period violations, reporting time claims, and unpaid overtime by simultaneously arguing that some claims could not properly proceed as a class action and the remaining claims were subject to summary judgment.

EDUCATION

- » Boston College Law School (J.D., 2005)
- » University of Chicago (B.A., 2001)

BAR ADMISSIONS

- » California

COURT ADMISSIONS

- » U.S. Court of Appeals for the Ninth Circuit
- » U.S. District Court for the Northern District of California
- » U.S. District Court for the Central District of California
- » U.S. District Court for the Eastern District of California
- » U.S. District Court for the Southern District of California

FIRM LEADERSHIP

- » Los Angeles Office Managing Partner
- » Management Group

- » Obtained dismissal of nationwide Fair Credit Reporting Act class action against major provider of commercial and residential mortgage services.
- » Obtained dismissal of wage and hour class action against a national airline on RLA preemption grounds.
- » Successfully defended and obtained favorable individual settlement of putative class and PAGA representative wage and hour class action against a franchise owner with multiple locations.
- » Obtained favorable individual settlement on behalf of a retirement facility in wage and hour class action.
- » Obtained dismissal of retaliation claim brought by former employee against major national security guard company.
- » Obtained dismissal of misclassification claim brought by former employee against non-profit agency.
- » Obtained summary judgment on behalf of a retail store owner in an action for alleged disability accessibility violations. Court later awarded attorneys' fees to client in defending action.

Honors & Awards

- » Leadership Council on Legal Diversity (LCLD), 2021 Fellow
- » Listed in "Southern California Rising Stars" (2012 - 2015), in *Law & Politics* magazine's annual "Super Lawyers" publication

News & Insights

- » SourceBook - Editor, FordHarrison's Labor & Employment Law Sourcebook, Class and Collective Actions
- » July 16, 2024 - David L. Cheng Named FordHarrison's Los Angeles Office Managing Partner
- » July 03, 2024 - California Significantly Reforms Private Attorney's General Act
- » October 23, 2023 - California Serves Up Another Headache for the Restaurant Industry
- » October 16, 2023 - New California Employment Developments for 2024

Events

- » June 25, 2025 - Navigating Pay Transparency: A National Approach to Compliance - Complimentary Webinar

Offices

- » *Los Angeles:*
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