SpencerFane®

Elaisha Nandrajog

Of Counsel

Contact

San Jose (Silicon Valley)

P 408.918.2821 | **F** 408.286.5722

enandrajog@spencerfane.com



Overview

Elaisha represents employers in a wide range of matters in state courts and federal courts as well as before administrative agencies, providing preventative counsel that helps successfully resolve litigious matters.

Specifically, Elaisha represents employers in wage and hour, misclassification, wrongful termination, discrimination, retaliation, and harassment cases in courts throughout California and before the Equal Employment Opportunity Commission, the California Civil Rights Department, the Labor Commissioner, and the Employment Development Department. She has experience defending companies of all sizes in single-plaintiff and multi-plaintiff cases and her work involves complex wage and hour class actions as well as representative actions brought under California's Private Attorneys General Act. Elaisha has defended clients in employment disputes across several industries, including hospitality, manufacturing, airport/aviation, technology, and healthcare in addition to the non-profit sector. In addition to her California state practice, Elaisha's practice focuses on federal employment laws, including the ADA, the ADEA, the FLSA, and the FMLA. Her commercial litigation experience includes work on breach of contract, fraud, and unfair competition and interference claims. Elaisha assists in resolving employment disputes through all available means, including mediation, arbitration, negotiation, summary judgment, and trial.

Elaisha provides employment counseling and training in all aspects of employee hiring, management, discipline, and termination and advises companies on matters involving the protection of trade secrets and restrictive covenants. She partners with employers to review and develop policies that fit business needs while also minimizing exposure. She conducts employment compliance audits and provides training in best practices, including the prevention of sexual harassment and workplace violence, investigation of employee misconduct, and key wage and hour compliance areas (such as overtime/regular rate of pay and misclassification/reclassification). Elaisha also advises and represents companies in connection with due diligence associated with mergers and acquisitions, focusing on evaluating exposure concerning labor and employment practices.

Education

- University of California, Los Angeles School of Law (J.D.)
- Claremont McKenna College (B.A.), *magna cum laude*

Bar Admissions

- California

Court Admissions

- 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 Southern District of California

Community Involvement

- Board Member, CreaTV San Jose

Distinctions

- Leadership Council on Legal Diversity, Fellow, 2025

Memberships

- Walnut Creek Chamber of Commerce
- South Asian Bar Association of Northern California
- Santa Clara County Bar Association

Presentations and Publications

- "2026 California Employment Law Updates: Compliance, Enforcement and Litigation Risk – Part 3," *Daily Journal*, February 2026
- "2026 California Employment Law Updates: Administrative and Policy Gotchas for Employers – Part 2," *Daily Journal*, February 2026
- "2026 California Employment Law Updates: Key Employee Rights and Employer Gotchas – Part 1," *Daily Journal*, February 2026
- "From Jury Duty to Freelancers: California Employment Law Landscape 2025," *HR.com*, October 2024
- "Navigating the Wage and Hour Landscape: Compliance and Best Practices," Employment Law Summit LA, September 2024
- "PAGA reform bills promise relief for California employers," *Los Angeles and San Francisco Daily Journal*, July 2024