



Phillip N. Walters

Partner

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PRACTICES

Employment Law and Litigation

EDUCATION

UCLA, 2014

Pepperdine University School of Law, 2017

ADMISSION

State Bar of California

District of Columbia Bar

State Bar of Texas

AFFILIATIONS

California Lawyers Association,
Labor and Employment Law
Section

San Diego County Bar
Association

San Diego Society for Human
Resource Management (SHRM)

Tom Homann LGBTQ+ Law
Association

Phillip N. Walters is a partner in Burke's Labor and Employment Law Practice Group. He represents and advises employers in employment litigation, workplace investigations, and day-to-day employment matters, helping businesses navigate complex legal challenges, manage risk, and make informed workforce decisions.

Phillip's practice includes defending employers in wage-and-hour class actions, Private Attorneys General Act (PAGA) representative actions, and litigation involving discrimination, harassment, retaliation, wrongful termination, and employee leave and accommodation. He represents clients in state and federal courts, arbitration, and administrative proceedings. He also provides practical guidance on wage-and-hour compliance, employment policies, workplace investigations, employee discipline, terminations, and other sensitive personnel matters.

Before joining Burke, Phillip served as in-house labor and employment counsel for Global Medical Response and Michaels Stores, advising executives and human resources leaders on employment matters across multiple jurisdictions. He also served as a supervisory attorney to the California Labor Commissioner, gaining firsthand insight into California's labor enforcement and regulatory processes.

Earlier in his career, Phillip serves as a United States Marine Corps officer, criminal prosecutor, and Special Assistant United States Attorney. He tried ten criminal cases, serving as first-chair prosecutor in five. Drawing on his experience in private practice, corporate legal departments, government enforcement, and the courtroom, Phillip delivers strategic, business-minded counsel and representation focused on practical solutions and effective dispute resolution.