



Principal, Orange County

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Christian.Keeney@jacksonlewis.com

Practices

- National Compliance and Multi-State Solutions
- Employment Litigation
- Class Actions and Complex Litigation

Admitted to Practice

- California - C.D. Cal. 2011
- California - E.D. Cal. 2012
- California - N.D. Cal. 2011
- California - S.D. Cal. 2012
- California 2010
- Delaware (inactive) 2008
- Pennsylvania (inactive) 2009

Christian J. Keeney is a principal in the Orange County, California, office of Jackson Lewis P.C. Christian focuses his dedication and commitment to defending employers in all types of employment law matters. His knowledge and experience extends to class actions, discrimination and harassment, and wrongful termination cases, as well as handling investigations and charges from government agencies. Recognizing the unique circumstances of each case, Christian rejects the "one-size-fits-all" approach, opting instead to tailor his strategies to suit the specific needs and objectives of his clients.

Clients have consistently praised Christian in satisfaction surveys, noting his relentless work ethic, responsiveness, and invaluable insight. Described as a "tireless worker" and an "excellent resource," he has earned his reputation as a top-tier attorney in the field. His high standing is also reflected in his recognition amongst his peers by Super Lawyers.

Christian's recent litigation successes include securing dismissals with prejudice and the awarding of all costs to clients in several cases involving wrongful termination and breach of contract actions. He has achieved full or partial summary judgments in cases involving alleged discrimination, harassment, retaliation, and tort claims such as defamation and intentional infliction of emotional distress. Notably, he has also triumphed in defeating class certification in a statewide wage and hour class action.

While a formidable litigator, Christian is equally committed to advising clients on proactive compliance solutions and litigation avoidance strategies. His recent engagements include conducting comprehensive audits of employment policies and procedures to assess and reduce legal risk, enhance internal employment practices, and improve employment-related documentation. He is adept at implementing alternative dispute resolution methods, including arbitration and mediation programs, to minimize legal risk and expense. Furthermore, he provides counsel on preparing or updating employee handbooks.

Honors and Recognitions

- *Chambers USA*, "Up and Coming: Labor & Employment" (2024-present)
- *Super Lawyers®*, "Rising Star" (2013-2022)

Speeches

- "Stranger Things: The Craziest California Employment Cases," APLLA Fall Conference (Houston, 2024) (presenter)
- "California Midyear Employment Law Update," (Webinar, 2024) (presenter)
- ACC Southern California In House Counsel Conference," Association of Corporate Counsel, Southern California (Anaheim, 2024) (presenter)
- "California Workplace Law Update: Employment Trends," Association of Corporate Counsel (Anaheim, 2024) (panelist)
- "The Latest Developments in California Employment Law," Corporate Labor and Employment Counsel Exclusive (Colorado Springs, 2022) (presenter)

- “Not So Fast! Don’t Rush Hiring Employees in California,” Navigating California Employment Law Seminar (Napa, 2022) (presenter)
- “Is Any Absence Not Protected in California? Managing Leaves in a Challenging Environment,” California Employment Law & Cabernet (Napa, 2020) (presenter)
- “Proactive and Prepared: Making Your Company Employment Litigation-Ready,” Workplace Strategies Seminar (Las Vegas, 2019) (presenter)
- “Be Right Back . . . or Not: Managing California Employee Protected Leaves,” Navigating California Employment Law Seminar (Napa, 2019) (presenter)
- “Legislative Update,” California Staffing Professionals (Tustin, 2019) (presenter)
- “Protect Your Business From Lawsuits in 2019,” California Staffing Professionals (Webinar, 2019) (presenter)
- “Did You ‘Really’ Just Say That? An Interactive Look at Handling Sexual Harassment Complaints,” ACC SoCal In-House Counsel Conference (Anaheim, 2018) (presenter)
- “Navigating Our Ever-Changing Legal Landscape,” California Staffing Professionals Annual Staffing and Recruiting Conference (Rancho Mirage, 2018) (presenter)
- “Lessons from the Courthouse: Key California Wage and Hour Practices and Policies,” Managing a Workforce in 2019 (Orange County, CA, 2018) (presenter)
- “You Be The Judge: Interactive Presentation of the Most Important Staffing Cases,” California Staffing Professionals Owner’s Only Retreat (San Diego, 2018) (presenter)
- “California 2017 Labor and Employment Law Update,” Managing a Workforce in 2018 (Orange County, CA, 2017) (presenter)
- “Best Practices for Employee Handbooks,” Professional in Human Resources Association (Pomona, 2015) (presenter)
- “Auditing Employee Handbooks and Workplace Policies,” Professional in Human Resources Association (Anaheim, 2015) (presenter)