

CHESTER HANVEY, PH.D.

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SUMMARY

Chester Harvey provides expert testimony and consulting services related to labor and employment matters. Dr. Harvey has worked with hundreds of organizations across various industries, including public and private sectors. He specializes in designing and conducting job analyses, conducting statistical analyses, and reviewing personnel selection systems to evaluate wage and hour compliance, appropriateness of class certification, allegations of employment discrimination, and damages.

He earned a Ph.D. in Industrial/Organizational (I/O) Psychology with an emphasis in quantitative methods. He has authored books, chapters, and scholarly articles and regularly presents his work at professional conferences on topics including employment discrimination, wage and hour litigation, class certification, and statistical analyses. He is the co-editor of *Using Criminal History for Employee Screening* (2025), author of *Wage and Hour Law: Guide to Methods and Analysis* (2018), and the co-editor of *Practitioner's Guide to Legal Issues in Organizations* (2015). All three books provide practical guidance to Human Resources practitioners and experts working in labor and employment issues that are commonly litigated. His experience includes the following issues:

Discrimination

- Adverse Impact Analysis
- Test Validation (Public and Private sector)
- Performance Management
- Compensation Equity
- Physical Abilities Testing
- Disabilities (e.g., Essential Functions)

Wage and Hour

- FLSA and State Exemptions
- Employment Status (e.g., Independent Contractor)
- Off-the-Clock Work (e.g., pre/post shift work, Security Checks, Donning/Doffing)
- Meal and Rest Break Compliance
- Damages Estimates (e.g., unpaid time, overtime, penalties, interest)
- Statistical Issues (e.g., class certification, sampling, time clock policies)

EDUCATION

Ph.D.	Industrial/Organizational Psychology Emphasis: Quantitative Methods	University of Houston, 2011
M.A.	Psychology	University of Houston, 2008
B.A.	Psychology Minor: Spanish	University of Texas at Austin, 2005

PRESENT EMPLOYMENT

Director, Labor and Employment, BRG, 2021-present

PREVIOUS POSITIONS

Associate Director, Labor and Employment, BRG, 2015-2020
Senior Managing Consultant, Labor and Employment, BRG, 2014-2015
Senior Consultant, Lamorinda Consulting, LLC, 2012-2014
Consultant, Lamorinda Consulting, LLC, 2008-2012
Instructor, Department of Psychology, University of Houston, 2008
Teaching Fellow, Department of Psychology, University of Houston, 2007-2008

PROFESSIONAL AFFILIATIONS

Society of Industrial and Organizational Psychology (SIOP), Member
American Psychological Association (APA), Member

SERVICE

SIOP Visibility Committee, Branding Subcommittee Chair (2018-2019)
SIOP Visibility Committee, Branding Subcommittee Member (2015-2018)
SIOP Speed Mentor, Topic: Legal Issues (2014)
SIOP Conference Submission Reviewer (2011-Present)
Southwest Academy of Management Conference Reviewer (2008)

EXPERT WITNESS RETENTIONS

Available upon request

PUBLICATIONS

BOOKS

Hanvey, C.M. & Alonso, A. (Eds.) (2025). *Using Criminal History for Employee Screening*. New York, NY: Springer.

Hanvey, C.M. (2018). *Wage and Hour Law: Guide to Methods and Analysis*. New York, NY: Springer.

Hanvey, C.M., & Sady, K.G. (Eds.) (2015). *Practitioner's Guide to Legal Issues in Organizations*. New York, NY: Springer.

BOOK CHAPTERS

Hanvey, C.M. (2025). Introduction. In C. Hanvey and A. Alonso (Eds.), *Using Criminal History for Employee Screening*. New York, NY: Springer.

Hanvey, C.M., & Sady, K. (2020). Changes in the Legal Landscape. In B. Hoffman, M. Shoss, & L. Wegman (Eds.), *The Cambridge Handbook of the Changing Nature of Work* (Cambridge Handbooks in Psychology, pp. 154-172). Cambridge: Cambridge University Press.

Hanvey, C.M., & Banks, C.G. (2015). Wage and Hour Litigation. In C. Hanvey and K. Sady (Eds.), *Practitioner's Guide to Legal Issues in Organizations*. New York, NY: Springer.

ARTICLES

Hanvey, C.M. (2020). New Wage and Hour Legislation in 2020. *The Industrial-Organizational Psychologist*, 57(4).

Arnold, E.B. & **Hanvey, C.M.** (2020). Compliance with the DOL's New Overtime Rules: The Exemption Job Analysis Update. *Journal of Compensation and Benefits*, January/February, 30-42.

Arnold, E.B. & **Hanvey, C.M.** (2019). Compliance with the DOL's New Overtime Rules: The Exemption Job Analysis. *BRG Review*, 8.

Arnold, E.B. & **Hanvey, C.M.** (2019). FLSA Exemption Update 2019. *Journal of Compensation and Benefits*, May/June, 5-16.

- Hanvey, C.M.** (2018). FLSA Revisions are permanently dead, at least temporarily. *The Industrial-Organizational Psychologist*, 55(3), 12-16.
- Hanvey, C.M., & Arnold, E.B.** (2017). FLSA Exemption Update: Focus on the Duties Test. *Journal of Compensation and Benefits*, November/December, 5-13.
- Hanvey, C.M., & Arnold, E.B.** (2016). Are your employees overtime-eligible? *Journal of Compensation and Benefits*, November/December, 20-27.
- Banks, C.G., & Hanvey, C.M.** (2016). Wage and Hour Litigation Developments and Trends. *The Industrial-Organizational Psychologist*, 53 (3), 80-87.
- Dubin, D.F., & Hanvey, C.M.** (2015). Criterion-Related Validity: Strategies for Addressing Supervisor Rating Errors. *Quarterly: A publication of the Personnel Testing Council of Metropolitan Washington*, X (2), 5-8.
- Hanvey, C.M., & Arnold, E.B.** (2012). Nature of the Work: On-Duty Meal Periods. *HR Advisor: Legal and Practical Guidance*, January/February, 20-28.
- Hanvey, C.M.** (2012). Job Analyses to Study FLSA Exemption Misclassification. *Quarterly: A publication of the Personnel Testing Council of Metropolitan Washington*, VIII (1), 6-9.

ONLINE PUBLICATIONS

- Arnold, E.B. & Hanvey, C.M.** (2022, December 1). Measuring Computer Boot-Up Time. *Westlaw Today*.
- Hanvey, C.M. & Arnold, E.B.** (2021, April 8). Off-the-clock work legal risk: Practical guidance for conducting self-audits. *Westlaw*.
- Arnold, E.B. & Hanvey, C.M.** (2021, April 6). Using Data to Explore Employee Status Under FLSA. *Law360 Employment Authority*.
- Arnold, E.B. & Hanvey, C.M.** (2021, March 10). Data Can Inform Wage Policies On COVID-19 Screening. *Law360 Employment Authority*.
- Arnold, E.B. & Hanvey, C.M.** (2021, January 5). Measuring “Control” Under the DOL’s Proposed Changes to Analyzing Independent Contractor Status. *Westlaw*.
- Arnold, E.B. & Hanvey, C.M.** (2020, November 11). When Covid-19, Remote Work, and Timekeeping Compliance Collide. *Talent Management and HR*.
- Arnold, E.B. & Hanvey, C.M.** (2020, October 6). Wage and Hour Compliance for Remote Workers during Covid. *BRG Insights*.
- Arnold, E.B. & Hanvey, C.M.** (2020, July 16). Mitigating the Compliance Risks of a Remote Workforce. *Talent Management and HR*.

Hanvey, C.M. (2020, April 9). A strategy for validating background checks could save employers from legal exposure. *Thinkset*.

Hanvey, C.M. (2020, April 2). Employee Exit Searches: Stay Compliant and Avoid Liability. *HR Daily Advisor*.

Arnold, E.B. & **Hanvey, C.M.**, Jelinek, K. (2020, March 27). What Changes to the FLSA Exemption Salary Threshold Mean for Retailers. *TotalRetail*.

Arnold, E.B. & **Hanvey, C.M.** (2019, August 22). Planning for Possible California Contractor Classification Changes. *Law360*.

Arnold, E.B. & **Hanvey, C.M.** (2019, April 2). Assessing Employee Exemption under DOL Overtime Regulations. *Law360*.

Arnold, E.B. & **Hanvey, C.M.** (2019, January 14). Tip Credits: Methods for Measuring Employee Work Time. *Law360*.

Arnold, E.B. & **Hanvey, C.M.** (2018, August 14). DOL provides the latest guidance on employee classification. *Daily Journal*.

Arnold, E.B. & **Hanvey, C.M.** (2018, August 8). California Employer's Guide to Tracking Off-The-Clock Tasks. *Law360*.

Arnold, E.B., & **Hanvey, C. M.** (2016, April 29). Tools for Studying Your Employees' Duties. *Five on Friday*. [Web log post]. Seyfarth Shaw LLP.

WHITE PAPERS

Arnold, E.B. & **Hanvey, C.M.** (2017). *Suitable Seating: Totality of the Circumstances Inquiry* [white paper]. Emeryville, CA: Berkeley Research Group.

Hanvey, C.M., & Arnold, E.B. (2016). *Evaluating Employee Exempt Status According to Revised FLSA Exemption Criteria* [white paper]. Washington, DC: Berkeley Research Group.

SPEAKING ENGAGEMENTS

CONFERENCE PROCEEDINGS

Sady, K. (Chair), Capman, J., **Hanvey, C.**, Loverde, M., & Yu, M. (2025, April). *Better together: Integrating robust psychometrics and technology to scale item generation* [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.

- Hanvey, C.M.** (2022, September 16). Panelist, *Employment Law: New Considerations in Maintaining Legally Compliant HR Systems*. Presentation at the Annual Meeting of the California Lawyer's Association (CLA), San Diego, CA.
- Arnold, E.B. and **Hanvey, C.M.** (2022, March 21). *Pay for Hourly Workers: Case Studies Assessing the Duration of Employee Pre-Clock-in Activities*. Presentation at the 25th Annual American Association of Behavioral and Social Sciences (AABSS) Conference, conference held virtually.
- Arnold, E.B. and **Hanvey, C.M.** (2021, June 5). *Remote Work During COVID: What Factors Drive Hourly Employee Compliance with Timekeeping Requirements?* Presentation at the Labor and Employment Relations Association (LERA) Annual Meeting, conference held virtually.
- Hanvey, C.M.** & Arnold, E.B. (2021, April). Remote Workforce Wage and Hour Compliance During COVID-19. In E. Arnold (Chair), *Mitigating Challenges to Successful Remote Work During COVID-19*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), New Orleans, LA (held virtually).
- Hanvey, C.M.** (2020, March). Applicability of Corporate Culture Research in Employment Litigation. In P. Morrel-Samuels (Chair), *Issues at the Intersection of Recent Case Law and Research Psychology: Discrimination, Sexual Harassment, Class Cert and Corporate Culture*. Symposium presented at the American Psychology-Law Society conference, New Orleans, LA.
- Hanvey, C.M.** (2019, April). Chair, *Grasping at Straw Men: Implications of Novel Title VII Allegations*. Panel Discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), National Harbor, MD.
- Hanvey, C.M.** (2018, August). Chair, *Employment Practices in the Tech Industry: Opportunities and Risks*. Symposium presented at the American Psychological Association (APA) Annual Convention, San Francisco, CA.
- Hanvey, C.M.** (2018, April). Panelist, *What, Essentially, is an Essential Function? ADA-Compliant Job Analysis Best Practices*. Panel Discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Chicago, IL.
- Hanvey, C.M.** (2018, April). Panelist, *Dos and Don'ts: Thriving as PhD, Masters, and Undergraduate Students*. Panel Discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Chicago, IL.
- Hanvey, C.M.** (2017, April). Chair, *Physical Abilities Testing: Lessons Learned in Test Development and Validation*. Panel Discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Orlando, FL.
- Hanvey, C.M.** (2017, April). Panelist, *Dos and Don'ts: Thriving as PhD, Masters, and Undergraduate Students 3.0*. Panel Discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Orlando, FL.

- Hanvey, C.M.** (2016, April). Panelist, *Implications of Revisions to FLSA Exemptions for Organizations and Employees*. Panel Discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Anaheim, CA.
- Hanvey, C.M.** (2016, April). Application of Bayesian Statistics to Wage and Hour Litigation. In K. Sady (Chair), *Beyond Frequentist Paradigms in Legal Scenarios: Consideration of Bayesian Approaches*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Anaheim, CA.
- Hanvey, C.M.** (2016, April). Panelist, *Do's and Don'ts of Graduate School: Surviving and Thriving 2.0*. Panel Discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Anaheim, CA.
- Hanvey, C.M.** (2015, April). Panelist, *Performance Appraisal: Balancing Business Needs and Legal Defensibility*. Panel Discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Philadelphia, PA.
- Dubin, D.F., & **Hanvey, C.M.** (2015, April). Analyzing Nested Data in Criterion-Related Validation. In K. Sady & D. Dubin (Co-Chairs), *Faces in a Crowd: Data Aggregation Issues in Legal Scenarios*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Philadelphia, PA.
- Hanvey, C.M.** (2015, April). Panelist, *Do's and Don'ts of Graduate School: Surviving and Thriving*. Panel Discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Philadelphia, PA.
- Hanvey, C.M.** (2014, May). Evaluating “Statistically Significant” Within-Title Variability. In C. Hanvey (Chair), *Within-Group Variability: Methodological and Statistical Advancements in the Legal Context*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Honolulu, HI.
- Hanvey, C.M.** (2014, May). Chair, *Within-Group Variability: Methodological and Statistical Advancements in the Legal Context*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Honolulu, HI.
- Hanvey, C.M.**, Banks, C. G. & Arnold, E. B. (2013, April). Appropriate Analyses at Different Stages of a Class Action Lawsuit. In C. Hanvey & K. Sady (Co-Chairs), *I-O in the Legal Context: Inconsistencies in Understanding and Application*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Houston, TX.
- Hanvey, C.M.** & Sady, K. (2013, April). Co-Chairs, *I-O in the Legal Context: Inconsistencies in Understanding and Application*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Houston, TX.

Hanvey, C.M., Arnold, E. B. (2012, August). Nature of the Work: On-Duty Meal Periods. In C. Hanvey (Chair), *Innovation in Job Analysis: Creative Solutions to Unique Challenges*. Symposium presented at the American Psychological Association (APA) Annual Convention, Orlando, FL.

Hanvey, C.M., (2012, August). Chair, *Innovation in Job Analysis: Creative Solutions to Unique Challenges*. Symposium presented at the American Psychological Association (APA) Annual Convention, Orlando, FL.

Hanvey, C.M. (2012, April). Chair, *Job Analysis in a Legal Environment*. Panel Discussion conducted at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), San Diego, CA.

Hanvey, C.M., Campion, J. E., Sady, K. (2009, April). *Juror Decisions in Wrongful Termination Cases: A Multi-Level Justice Perspective*. Interactive Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), New Orleans, LA.

WEBINARS

Hanvey, C.M. (2021, September). Panelist. *Where Did the Time Go? Innovative approaches to analyzing cause and effect in construction inefficiency claims*. Webinar presented by the Society of Construction Law, North America.

Hanvey, C.M. (2018, October). Panelist. *Current and Future State of Wage & Hour Laws*. Webinar presented by intuit QuickBooks.

Arnold, E.B. & **Hanvey, C.M.** (2017, June). *Use of Expert Witnesses in Wage and Hour Litigation*. Webinar presented to Carothers DiSante & Freudenberger LLP.

SEMINARS AND PRESENTATIONS

Arnold, E.B. & **Hanvey, C.M.** (2017, June). *Maintaining Compliance with Wage & Hour Law*. Presented to The Conference Board: Labor and Employment Law Council, New York, NY.

Arnold, E.B. & **Hanvey, C.M.** (2017, May). *Operationalizing and Measuring Key Concepts in Wage and Hour*. Presentation to the Wage and Hour Defense Institute (WDHI), Columbus, OH.

Arnold, E.B. & **Hanvey, C.M.** (2017, April). *Operationalizing and Measuring Key Concepts in Wage and Hour*. Paul Hastings Lunch Presentations, San Francisco, CA.

Arnold, E.B. & **Hanvey, C.M.** (2017, February). *Fair Pay: Is Your Company at Risk?* Presentation with Miller Law Group, San Francisco, CA.

Arnold, E.B. & **Hanvey, C.M.** (2017, February). *Fair Pay: Is Your Company at Risk?* Presentation with Miller Law Group, Palo Alto, CA.