

# Allison C. Callaghan

Partner | Sacramento

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Allison serves as co-chair of Nossaman's Employment Group and focuses her practice on employment litigation and counseling. She has a proven track record defending employers in high-stakes litigation, including wage-and-hour class and PAGA representative actions and single-plaintiff harassment, discrimination and wrongful termination lawsuits. Allison has successfully represented clients in all phases of litigation, including at trial, as well as in administrative and alternative dispute resolution proceedings. She regularly represents both public entities and private companies in a variety of industries, with a particular focus in healthcare.

Allison also regularly provides advice and counsel to employers on a broad array of employment and management issues, including discipline and termination, reasonable accommodation, family and medical leave, paid sick leave, layoffs, wage and hour compliance, personnel policies and procedures, and arbitration and severance agreements. Allison is also an effective trainer and conducts workplace investigations.

Allison has been recognized as a "Rising Star" by *Super Lawyers* and a "One to Watch" by *Best Lawyers* in 2020, 2021, 2022 and 2023.

## EXPERIENCE

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Successfully resolved numerous putative class and representative PAGA lawsuits for employers, including:

- **Young v. CEP America-California.** Represented group of emergency room physicians in putative statewide class and representative PAGA action for alleged wage and hour violations.
- **Ghilotti v. Merced Ambulatory Surgery Center, LLC, et al.** Represented ambulatory surgery center against alleged individual discrimination, harassment and retaliation claims and representative PAGA claim for purported wage and hour violations.
- **Beals v. Greenberry Industrial.** Represented industrial contractor in putative representative PAGA action for alleged wage and hour violations.
- **Valikhani v. CEP America-California.** Represented group of emergency room physicians in putative statewide representative PAGA action for alleged wage and hour violations.
- **Jaimes v. Baker's Burgers.** Represented hospitality client in putative representative PAGA action for alleged wage and hour violations.

Successfully defended employers in broad range of individual disputes, including for claims of discrimination, harassment, retaliation, breach of contract, denial of equal pay, misclassification, and wrongful termination, including:

- ***Koszka v. California State Assembly***. Defended employer in five-week trial involving discrimination, retaliation, and failure to accommodate claims. Nine-person jury returned a unanimous verdict for the public entity employer and the court awarded costs against the plaintiff.
- **City of Oakland**. Represented City in various employment-related arbitrations and administrative hearings.
- ***Nielsen v. Seneca Healthcare District***. Defended hospital in individual action alleging claims of misclassification, breach of contract, denial of equal pay, discrimination, retaliation, and wrongful termination.
- ***Finnigan v. California State Assembly***. Represented public entity in alleged individual discrimination, harassment, and retaliation action.
- ***Martinez, et al. v. Biergarten, et al.*** Defended hospitality client against numerous individual claims of alleged wage and hour violations.
- ***Salazar v. Populus Financial Group***. Defended financial services company in individual action alleging claims of discrimination, failure to accommodate, retaliation, and wrongful termination.

Successfully represented employers in administrative proceedings, including before the California Civil Rights Department (formerly, the Department of Fair Employment and Housing), State Personnel Board, and Labor Commissioner's Office.

Advised public and private employers on a broad range of employment law issues, including reasonable accommodation requests, leaves of absence, employee complaints and investigations, discipline and termination, layoffs, diversity and inclusion initiatives, equal pay, workplace safety and wage-and-hour compliance.

## INSIGHTS

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### PUBLICATIONS

Co-Author, "DFEH Issues Guidance on COVID-19 in the Workplace and Mandatory Vaccines: What California Employers Need to Know," *Nossaman eAlert*, 04.02.2021

Co-Author, "Keeping Current on COVID-19 Challenges for the Water Industry," *Nossaman eAlert*, 04.09.2020

Author, "Padilla: A Case for Retroactivity," *U.C. Davis Law Review*, 2012

### SPEAKING ENGAGEMENTS

Panelist, "Employment & Employee Benefits Law Update: Staying Compliant in 2024," Nossaman Webinar, 11.16.2023

Sp, "Sexual Harassment Prevention Training for Local Agency Officials (AB 1661)," State Association of County Retirement Systems (SACRS) Fall 2023 Conference, Rancho Mirage, CA, 11.07.2023

Speaker, "Developing Issues Around Disability Retirement Standards for Pension Plans, Presumptions, and Other Adjudication Issues," Nossaman's 2023 Pensions, Benefits & Investments Fiduciaries' Forum, San Francisco, CA and Los Angeles, CA, 10.05.2023 and 10.30.2023

Panelist, "California Employment Law Update: Tips for Staying Compliant in 2023," Nossaman Webinar, 12.08.2022

Speaker, "Tales from the Trenches: Insights on Best Practices for Supervisors from Seasoned Employment Counsel," Nossaman's 2022 Public Pensions & Investments Fiduciaries' Forum, Los Angeles, CA, 10.17.2022 – 10.18.2022

Speaker, "California Employment Law Update: What Employers Need to Know in 2022," Nossaman Webinar, 02.03.2022

Speaker, "Navigating Leave and Disability Protection Laws During COVID-19: A Practical Guide for California Employers," Nossaman's Employment BUZZ Webinar Series, 01.28.2021

Speaker, "Administrative Issues Facing Fiduciaries," Nossaman's 2020 Public Pensions & Investments Fiduciaries' Forum, 09.30.2020 - 10.02.2020

Speaker, "Sexual Harassment Prevention Training for Local Agency Officials (AB 1661)," State Association of County Retirement Systems (SACRS) 2020 Summer Webinar Series, 07.15.2020

Speaker, "Back to Business: An HR Roadmap for Life After Lockdown," Nossaman Webinar, 07.09.2020

Speaker, "HR Challenges in a COVID-19 World," California Ambulatory Surgery Association 2020 Virtual Conference, 07.08.2020

Speaker, "Emerging From Lockdown on Solid Footing: How Nonprofits Can Prepare for Whatever Comes Next," Nossaman Webinar, 05.20.2020

Speaker, "Keeping Current on COVID-19 Challenges for the Water Industry," Nossaman's 2020 Water Webinar Series, 04.16.2020

Speaker, "Privacy in a Connected World Has Risks," 2019 California Special Districts Association Annual Conference and Exhibitor Showcase, Anaheim, CA, 09.26.2019

Speaker, "California Employment Law Update: What You Need to Know to Stay Compliant in 2019," Nossaman's 2019 Employment Webinar Series, 01.17.2019

Speaker, "Navigating the Continuing Maze of Leave and Disability Protection Laws," Nossaman's Annual Employment Law Seminar, Los Angeles, Orange County, San Francisco & Sacramento, CA, Winter 2018

Presenter, "Recordkeeping Updates for 2018 – Get Ahead of Any Upcoming Changes & Stay in Compliance," Business & Legal Resources, 11.2017

Panelist, "An Ounce of Prevention – Avoiding and Defeating Wage & Hour Class and PAGA Representative Actions," 29th Annual All Hands Meeting, Santa Clara, CA, 10.18.2017

Presenter, "Sexual Harassment Prevention Training," State Association of County Retirement Systems' Spring Conference 2017, Napa, CA, 05.18.2017

Speaker, "Stay Ahead: 2017 Emerging Employment Issues," Nossaman Employment Seminar, San Francisco, Sacramento, Los Angeles & Orange County, CA, 02.2017

Speaker, "Stay Ahead: 2016 Emerging Employment Issues," Nossaman Employment Seminar, 02.2016

## HONORS

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Included in *Best Lawyers: Ones To Watch*, Alternative Dispute Resolution, Labor and Employment Law - Employee, Labor and Employment Law - Management, Litigation - Labor and Employment, 2021-2024  
Selected to the *Super Lawyers*, Northern California Rising Stars list, 2020-2023

## PRACTICES

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Employment  
Litigation  
Discrimination & Harassment  
Handbooks, Policies & Procedures  
Leave Laws  
Pensions, Benefits & Investments  
Retirement & Welfare Plan Benefits  
Termination & Severance Packages  
Wage & Hour  
Workplace Investigations  
Wrongful Termination

## EDUCATION

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University of California, Davis School of Law, J.D., 2013; Senior Articles Editor, *U.C. Davis Law Review*  
Claremont McKenna College, B.A., 2007

## ADMISSIONS

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California  
U.S. Court of Appeals, Ninth Circuit  
U.S. District Court, Central District of California  
U.S. District Court, Eastern District of California