

# Allison C. Callaghan

Associate | Sacramento

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Allison Callaghan is a litigator focusing primarily on employment law. She has experience in complex litigation, including wage-and-hour class and representative actions, and single-plaintiff harassment, discrimination, and wrongful termination cases. She has also represented clients in alternative dispute resolution and administrative agency proceedings.

In addition to litigation, Allison advises and counsels both public and private employers on a broad array of employment matters, including personnel policies and procedures, discipline and termination, reasonable accommodation, and leave and wage and hour issues.

Prior to joining Nossaman, Allison practiced general business litigation and employment litigation at law firms in Sacramento and Los Angeles. As a law student, she clerked for the California Department of Fair Employment and Housing. She was the recipient of Witkin Awards for Academic Excellence (awarded to the highest grade in class) for Employment Discrimination, Criminal Procedure, and Legal Research & Writing, and served as Senior Articles Editor for the U.C. Davis Law Review.

## INSIGHTS

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### SPEAKING ENGAGEMENTS

Speaker, "Sexual Harassment Prevention Training for Local Agency Officials (AB 1661)," State Association of County Retirement Systems 2020 Fall Conference, 11.10.2020

Speaker, "Nossaman's 2020 Public Pensions and Investments Fiduciaries' Forum," Nossaman Event, 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

## **PUBLICATIONS**

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

## **HONORS & RECOGNITIONS**

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Included in Best Lawyers: Ones To Watch for Alternative Dispute Resolution, Labor and Employment Law - Employee and - Management, Litigation - Labor and Employment, 2021

Selected to the Northern California Rising Stars list, 2020

## **COMMUNITY & PROFESSIONAL**

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Vice Chair, Grants and Awards Committee, Women Lawyers of Sacramento

Board Member, King Hall Young Alumni Association

Member, Sacramento County Bar Association, Litigation and Labor & Employment

Member, MetroEDGE

## **PRACTICES**

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Employment

Litigation

## **EDUCATION**

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University of California, Davis School of Law, J.D., 2013; Senior Articles Editor, *U.C. Davis Law Review*; Senior Articles Editor, *U.C. Davis Journal of Int'l Law & Policy*

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