

# Allison C. Callaghan

Partner | Sacramento

acallaghan@nossaman.com

916.442.8888

621 Capitol Mall, Suite 2500

Sacramento, CA 95814



Allison Callaghan focuses her practice on employment litigation and counseling. She has a proven track record defending private and public 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 proceedings.

Allison also regularly provides advice and counsel to employers on a broad array of employment issues, including discipline and termination, reasonable accommodation, family and medical leave, paid sick leave, layoffs, wage and hour compliance, personnel policies and procedures, and employment-related 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. She holds a J.D. from the University of California, Davis School of Law, and a B.A. from Claremont McKenna College.

## INSIGHTS

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### SPEAKING ENGAGEMENTS

Speaker, "Sexual Harassment Prevention Training for Local Agency Officials (AB 1661)," 2022 State Association of County Retirement Systems Annual Spring Conference, Rancho Mirage, CA, 05.10.2022

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

Speaker, "Sexual Harassment Prevention Training for Local Agency Officials (AB 1661)," 2021 State Association of County Retirement Systems Annual Spring Conference, 05.11.2021

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

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

## **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

## **HONORS & RECOGNITIONS**

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Included in *Best Lawyers: Ones To Watch* for Alternative Dispute Resolution, Labor and Employment Law - Employee, Employment Law - Management and Litigation - Labor and Employment, 2021-2022

Selected to the Northern California Rising Stars list, 2020

## **COMMUNITY & PROFESSIONAL**

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Women Lawyers of Sacramento, Board Member and Chair, Grants and Awards Committee

King Hall Young Alumni Association, Board Member

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

MetroEDGE, Member

## 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