ALLYSON COOK

Practice Expertise

- Practice focuses on employment advice and litigation including matters involving harassment and discrimination under FEHA, Title VII, ADA, and ADEA, FMLA/CFRA/PDL, wage and hour claims, termination, and retaliation
- Experience in workers' compensation discrimination claims pursuant to Labor Code §132 and serious and willful claims before the Workers' Compensation Appeal Board and wage claims before the Labor Commissioner
- Handles complex wage and hour class actions in state court

Litigation

- Represents employers in disputes involving harassment and discrimination including investigation, discovery, law and motion, alternative dispute resolution, and trial
- Handles wage and hour class actions involving exempt status, unpaid wages, overtime, meal and rest breaks, and associated penalties
- Mediates and arbitrates employment matters before FINRA

Advice & Counsel

- Presents to employers on numerous employment matters including sexual harassment, FMLA/CFRA/PDL, discrimination, investigations, and wage and hour issues, and terminations
- Conducts independent pre-litigation investigations into harassment claims, including sexual harassment
- Counsels employers on employment related matters including employee terminations, wage and hour, the ADA, FMLA/CFRA/PDL, FEHA, ADEA and Title VII
- Drafts employment guidelines and policies for employers and coordinates roll-out and implementation procedures

Professional Associations

- Member of the State Bar of California and the Alameda County Bar Association, with an emphasis in their employment and litigation sections
- Member of the National Retail Federation
- Participates as a Judge at McCullum Youth Court, a volunteer program that keeps youth offenders out of the juvenile justice system
- Member of Defense Research Institute (DRI) with active membership in the employment and retail and hospitality groups
- Co-Chair of Burnham Brown's Women's Committee

Publications

- "No Good Deed Goes Unpunished, Employee Bonus Program Leads to Overtime Class Action," Oakland Business Review
- "California Wage and Hour Claims Soar," EUCA Magazine
- "Off-Hand Remarks Made by Employee may be Evidence of Discrimination," Oakland Business Review

Partner

Burnham Brown

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Practice Areas

Employment
Litigation
Business & Commercial
Class Action
Retail and Hospitality

Education

J.D., University of San Francisco School of Law, 2003
B.A., University of San Francisco, Cum Laude

Licensed to practice in California