



## Allison B. Hernandez

Senior Associate

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### PRACTICES

Education Law

Employment Law and Litigation

Labor Relations

Workplace Investigations

### EDUCATION

J.D., Oklahoma City University  
School of Law, 2016

B.A., University of Arkansas,  
2013

### ADMISSION

State Bar of California

State Bar of Florida

Allison Hernandez is a senior associate in the [Labor and Employment Practice Group](#), and a member of Burke's Workplace Investigations team.

Allison works with private and public entities with an emphasis in personnel and labor relations. Allison regularly advises clients on labor and employment issues such as employee discipline including termination proceedings, layoffs, collective bargaining, grievances, medical leaves of absence, and disability accommodations. She also represents clients before the Equal Opportunity Commission, California Civil Rights Department (formerly known as the "Department of Fair Employment and Housing"), California Division of Labor Standards Enforcement, and California Public Employment Relations Board.

Allison also regularly conducts impartial workplace investigations related to claims of sexual harassment, discrimination, wrongful termination, and various other complaints. She has experience conducting public sector workplace investigations involving sworn and non-sworn employees. Allison also has received certification through ATIXA as a participant in Level 1 and Level 3 ATIXA Civil Rights Investigator Trainings.

Additionally, Allison oversees and advises clients on investigations conducted by outside neutral investigators. She also counsels clients on the investigation process and related legal issues.

Allison also has experience providing employers with litigation solutions, and has defended employers in pre-litigation, arbitration and all phases of litigation against claims for discrimination, harassment, wrongful termination, retaliation and whistleblower claims. She is skilled in taking and defending depositions, drafting successful dispositive motions, and participating in all phases of mediation.

### PUBLICATIONS

Legal Trends 2024  
2023 Legal Trends