



## Allison B. Hernandez

Senior Associate

Silicon Valley

60 South Market Street  
Suite 1000  
San Jose, CA 95113-2336

✉ [ahernandez@bwslaw.com](mailto:ahernandez@bwslaw.com)

☎ **D:** +1 408.606.6337

☎ **T:** +1 408.606.6300

### 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, including school districts, community colleges, and county offices of education, with an emphasis in personnel and [labor relations](#). Allison advises and represents clients with regard to employee discipline including termination proceedings, layoffs, collective bargaining, 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 has received certification through ATIXA as a participant in Level 1 and Level 3 ATIXA Civil Rights Investigator Trainings and regularly conducts impartial workplace investigations related to claims of sexual harassment, discrimination, wrongful termination, and various other complaints.

Allison also has experience in 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

2023 Legal Trends