Alison Neufeld

Partner

San Francisco

aneufeld@lcwlegal.com
Tel: 415.512.3000
Fax: 415.856.0306

Alison represents public agencies in labor and employment law matters before courts and administrative agencies. Her practice focuses on retirement law and emerging pension reform issues, constitutional questions, collective bargaining, grievance and interest arbitration and unfair labor practice proceedings.

Alison has an extensive background in litigation, including court and jury trials and appellate proceedings in state and federal courts. She has successfully represented management in numerous administrative proceedings, including cases before PERB, DFEH and the EEOC.She regularly represents and advises clients regarding the laws and regulations of public employee retirement systems including CalPERS, retirement systems established under the County Employees Retirement Act of 1937, and multiemployer Taft-Hartley Act pension plans.Her expertise extends to employee and retiree medical issues. She has represented clients in retirement-related litigation in superior court and before PERB.

In addition, Alison is a negotiator and represents management in labor relations matters involving contract interpretation, employee discipline and layoffs.She regularly drafts and reviews legislative body policies and procedures and administrative regulations. Her practice has included developing and presenting management training on such subjects as pension reform, the PEPRA, discrimination, harassment and retaliation, reasonable accommodation and labor negotiations.

Education

JD, University of California, Hastings College of Law
BA, University of Michigan

Legal Expertise

Class Action Litigation
Education Law
Employment Law
Labor Relations and Negotiation Services
Litigation Services
Retirement

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Representative Matters

Litigation:

Lydia Lopez v. County of Stanislaus, Sheriff's Department, and Bill Pooley (2010) - This was a five week-long superior court jury trial. The case originally involved seventeen causes of action. After successfully defending most of the claims prior to trial, four causes of action went to the jury: sexual harassment, failure to engage in the interactive process (disability discrimination), failure to engage in the interactive process (disability discrimination) and retaliation. A majority of jurors found in favor of the County of Stanislaus on all causes of action. The first cause of action for sexual harassment was 9-3 in favor of the County and Pooley; the second cause of action for retaliation was 10-2 in favor of the County; the third cause of action for failure to provide reasonable accommodation was 10-2 in favor of the County; and the fourth cause of action for failure to engage in the interactive process was 11-1 in favor of the County.

Negotiations:

Sausalito Marin Elementary School District - Sausalito Teachers Association

Publications

Furloughs: The Devil's In The Details, *CPER Journal*, August 2009, with Steve M. Berliner

Final FMLA Regulations Clarify Ambiguities In Existing Law But Create Uncertainty For California Employers, *League of California Cities Employee Relations Department newsletter*, December 2008

Presentations

Employee Relations Legal Update - California Association of County Clerks and Election Officials (CACEO) State of California Conference of Election Officials and County Clerks - Redwood City - July 17, 2013

Bullying - Yuba County Water Agency - Dobbins - May 15, 2013

Creating Great Workplace Environments - ERMA - Gustine - April 25, 2013

Public Service: Understanding the Roles and Responsibilities of Public Servants - San Mateo County ERC - Foster City - April 16, 2013

Workplace Bullying: A Growing Concern - San Mateo County ERC - Foster City - April 16, 2013

Hiring Retired Annuitants – Post-Retirement Employment of Retirees. The Impact of the Public Employee's Pension Reform Act of 2013 - Liebert Cassidy Whitmore Annual Conference - Newport Beach - March 21, 2013

Managing the Marginal Employee - Bay Area CCD ERC - San Mateo - February 1, 2013

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Workplace Bullying: A Growing Concern - Bay Area CCD ERC - San Mateo - February 1, 2013

ADA Sensitivity Issues - Bay Area Air Quality Management District - San Francisco - November 29, 2012

Pension Reform - Calaveras County - San Andreas - November 28, 2012

Pension Reform - City of Tulare - Tulare - November 16, 2012

Pension Reform - City of Sonoma - Sonoma - November 13, 2012

Managing Performance Through Evaluation - Monterey Bay ERC - Watsonville - November 8, 2012

Front Line Defense - Monterey Bay ERC - Watsonville - November 8, 2012

Pension Reform - City of Daly City - Daly City - November 7, 2012

Legal Update on Investigations, including the Faragher/Ellerth Defense and CA Specific Issues - Association of Workplace Investigators (AWI) Annual Conference - Oakland - November 2, 2012

Health Care Reform - NorCal ERC - San Ramon - October 25, 2012

Going Outside the Classified Service: Short-Term Employees, Substitutes and Professional Experts - Central CA CCD ERC - Webinar - October 12, 2012

Going Outside the Classified Service: Short-Term Employees, Substitutes and Professional Experts - SCCCD ERC - Webinar - October 12, 2012

Preventing Harassment, Discrimination and Retaliation in the Academic Setting/Environment - Peralta Community College District - Oakland (AM) & (PM) - August 17, 2012

The Meaning of At-Will, Part-Time and Contract Employment - San Mateo County ERC - Webinar - May 22, 2012

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