



PARTNER

# Alison D. Alpert

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📍 San Diego

Alison D. Alpert is a partner and a member of Best Best & Krieger LLP's (BBK) Labor and Employment practice group. She previously served for several years as the practice group leader of the Labor and Employment Practice Group at the firm.

For more than 25 years, Alison has been representing public agencies in all areas of labor and employment law, including both advisory and litigation work. She advises cities and all types of public agencies on issues involving employment policies, discipline and termination, issues relating to CalPERS benefits and disability retirements, wage and hour issues, and labor issues, in addition to other general issues applicable to public agency employment. Alison also handles labor negotiations, labor grievances, and complaints before PERB and represents and advises clients on issues related to public access and accommodation under the Americans with Disabilities Act.

Alison also provides counsel and advises employers addressing complaints involving discrimination, harassment, retaliation and all types of employment claims, and how to avoid those claims through good employment practices. Issues relating to the various discrimination, harassment and retaliation laws are often interrelated with discipline issues, and used as defense in disciplinary appeals and lawsuits. Recognition of the significance of these issues comes from Alison's experience in handling disciplinary appeals, employment litigation and conducting workplace investigations into complaints of harassment, discrimination and retaliation. She has handled claims in state and federal court, before administrative agencies including the Department of Labor, the Department of Industrial Relations, Cal OSHA, the CRD (formerly the DFEH), the EEOC, and before arbitrators.

A frequent speaker at employment law seminars for attorneys and human resources professionals, Alison provides insight on a wide range of personnel issues. She has spoken to the County Counsels' Association of California Employment Law Study Section, San Diego County and Los Angeles County City Attorneys' Associations, the International Public Management Association ("IPMA"), the California State Bar Conference, and to many other groups of public agency employees. She is a regular speaker at the annual conference of the California Public Employers' Labor Relations Association ("CALPELRA") and the Public Employers' Labor Relations Association of California ("PELRAC"), addressing various topics from marijuana in the workplace, disability, employee discipline, family leave, investigations to off-duty conduct, social networking and retaliation. She also participates in BBK's annual labor and employment law update seminar on new legislation and cases. Throughout the year, Alison presents to other organizations on updates in the law as well as on issues of importance to public employers.

Alison also regularly conducts training in-house to clients, on issues such as harassment avoidance, discipline, disability discrimination laws, FBOR, workplace violence, drug and alcohol policies, employment issues related to new technology, discrimination in the workplace and other issues of relevance for employers.

## CORE PRACTICES

Labor & Employment

Labor & Employment Litigation

Labor Negotiations & Other Union Matters

Municipal Law

Wage & Hour Law

Workplace Safety

## EDUCATION & ADMISSIONS

### Education

University of California, Davis School of Law, J.D.

Pomona College, B.A., government

### Bar Admissions

California

Alison serves on the Board of the Toby Wells YMCA. She also serves on the Board of Teen Volunteers in Action (TVIA), a service organization for teen boys. Alison has previously served on the League of California Cities Employee Relations Policy Committee.

## Accolades

- *San Diego Business Journal*, Business Women of the Year finalist, 2021
- *SD Metro Magazine*, 2020 Women of Influence

## Thought Leadership

### Publications

- “New Website Accessibility Guidance a Welcomed Tool for Businesses and Agencies,” BBK Legal Alert, Apr. 21, 2022
- “Face Coverings at Work: Cal/OSHA Issues Revised Regulations,” BBK Legal Alert, Jun. 17, 2021
- “Cal/OSHA Withdraws Proposed COVID-19 Workplace Standards Changes,” BBK Legal Alert, Jun. 10, 2021
- “Revised Workplace COVID-19 Emergency Temporary Standards Make Distinctions Between Vaccinated and Unvaccinated People, But Don’t Mirror CDC Guidance,” BBK Legal Alert, Jun. 4, 2021
- “Revised Proposed COVID-19 Workplace Requirements Released by Cal/OSHA and Expanded Guidance Issued by EEOC,” BBK Legal Alert, Jun. 1, 2021
- “Cal/OSHA Delays Re-adoption and Revision of COVID-19 ETS,” BBK Legal Alert, May 20, 2021
- “Cal/OSHA Updates COVID-19 Workplace Standards,” BBK Legal Alert, May 6, 2021
- “Supplemental Paid Sick Leave for COVID-19,” BBK Legal Alert, Mar. 25, 2021
- “COVID-19 Emergency Prevention Measures,” PublicCEO, Jan. 28, 2021
- “New Rules: COVID-19 Dominates California’s Latest Workplace Regulations,” *The Press-Enterprise*, Jan. 26, 2021
- “COVID-19 Laws Impacting California Employers,” BBK Legal Alert, Jan. 13, 2021
- “COVID-19 Quarantine Requirements for Employees Updated by Governor’s Order,” BBK Legal Alert, Dec. 16, 2020
- “New COVID-19 “Close Contact” Guidance May Impact Employers,” BBK Legal Alert, Oct. 22, 2020
- “Families First Coronavirus Response Act,” BBK Legal Alert, Mar. 19, 2020
- “Legal Analysis: How Businesses and Public Agencies Can Adhere to AB 5,” BBK Legal Alert, Jan. 7, 2020

### Presentations

- “We Just Received An EEOC/DFEH Complaint...Now What?” California Public Employers Labor Relations Association Annual Training Conference, Nov. 15, 2023
- “Remembering Our Favorite Songs: A Refresher On Recent Changes In The Law And Best Practices That We’ve Been Neglecting,” California Public Employers Labor Relations Association’s Annual Training Conference, Nov. 15, 2022
- “Employment Law Update,” City Attorney Association of San Diego Spring Retreat, Mar. 24, 2022
- “Under Pressure: Defusing Conflict in the Workplace During These Trying Times” California Public Employers Labor Relations Association’s Annual Training Conference, Nov. 17, 2021
- “Disciplining Firefighters Under FBOR From Investigation Through Hearing: All You Need to Know,” California Public Employers Labor Relations Association Annual Training Conference, Nov. 18, 2020

- “Lessons Learned from the Pandemic: What We Never Thought of Before COVID-19,” California Public Employers Labor Relations Association Annual Training Conference, Nov. 16, 2020