



Contact Information
Telephone: (415) 678-3813
Fax: (415) 678-3838
nhall@rshslaw.com

Nikki Hall – Senior Labor and Employment Counsel

Practice: Labor and employment; litigation; appellate advocacy; ADA compliance

Ms. Hall represents public and private sector employers in state and federal courts, labor arbitrations, mediations and before administrative agencies. Ms. Hall's accomplishments include prevailing on more than twenty summary judgment motions and four appellate matters before the Ninth Circuit Court of Appeals and California Court of Appeal. She has also successfully vacated arbitration awards ordering the reinstatement of employees accused of misconduct.

Ms. Hall's practice focuses on the following:

- Counseling employers regarding their legal obligations toward employees. Ms. Hall has particular expertise with respect to the Fair Employment and Housing Act (FEHA), Title VII, Family Medical Leave Act (FMLA), California Family Rights Act (CFRA), Americans with Disabilities Act (ADA), Age Discrimination in Employment Act (ADEA) and California Labor Code.
- Representing employers in litigation, arbitration, mediation and related appellate matters.
- Investigating allegations of workplace misconduct.
- Advising public entities regarding compliance with Title II of the ADA to ensure accessibility of public facilities, programs, services and activities for persons with disabilities.
- Auditing personnel policies for legal compliance.
- Conducting training on the FMLA, CFRA, FEHA, ADA and prevention of harassment and retaliation.

Related Experience

Prior to joining RSHS in 2005, Ms. Hall represented employees for eight years in a variety of employment litigation matters.

Education

University of California, Santa Barbara (B.A. 1992), High Honors, Academic Excellence Award, Seven time Dean's Honor List recipient.

University of San Francisco School of Law (J.D. 1996), American Jurisprudence Award in Legal Research and Writing.

Memberships

State Bar of California, Labor and Employment Law section;
California Association of Workplace Investigators.

Selected Presentations

Accommodating Religion in the Workplace, presented at CALPELRA's Annual Convention (November 2009)

At the Crossroads: The Interplay of the ADA, FMLA and Workers' Compensation, presented at conferences statewide (Winter/Spring 2009)

Challenging CFRA Leave after Lonicki v. Sutter Health Central, presented at State Bar Labor and Employment Public Sector Conference (April 2009)

Update on 2008 Amendments to the ADA and FMLA, presented at County Counsel's Labor and Employment Section Conference (March 2009)

Emerging Issues in Workplace Accommodation, presented at CALPELRA's annual convention (November 2008)

12 Angry Jurors: Lessons Learned From The Year's Big Employment Verdicts, presented at CALPELRA's annual convention (November 2007)

Selected Publications

Celebrating 50 Years of Fair Employment Laws in California, California Labor and Employment Law Review (September 2009)

Addressing ADA Accessibility Issues In The Public Sector, Western City Magazine (January 2009)

Avoiding a Workplace Rashomon, Wall Street Journal (October 2005)