



Allyson K. Thompson

Overview

Allyson Thompson is a trial lawyer who focuses her practice on all aspects of employment litigation including Fair Employment and Housing Act (FEHA) and Title VII claims including race, national origin, age, gender, sex discrimination, sexual harassment, hostile work environment and retaliation, wrongful termination in violation of public policy, whistleblower actions, breach of contract claims and Labor Code § 132(a) claims before the Workers' Compensation Appeals Board and class action/PAGA defense. She is experienced in hearings before the Equal Employment Opportunity Commission (EEOC) and the Department of Fair Employment and Housing (DFEH) as well as the Department of Labor Standards Enforcement (DLSE).

In addition to litigation, Ms. Thompson provides all aspects of employment advice and counsel to employer clients, including preparation and assessment of multi-state employee handbooks, audit and compliance review of existing company policies and procedures, complete on-boarding advice including employee classification analysis, handling disability issues and navigating clients through the interactive process.

Ms. Thompson was also active in advising her clients through the rapidly evolving response to the recent COVID-19 pandemic. She has prepared a number of CDC compliance policies and procedures, remote work agreements, and location specific weekly updates for her national clients.

Ms. Thompson frequently lectures to statewide business organizations as well as to private businesses and associations throughout the Southern California area on strategies to avoid employment related litigation, wage and hour issues, discrimination, preparation of key employment documents, and legislative changes to State and Federal labor laws.

Admissions:

- California
- U.S. District Court
 - Central District of California
 - Eastern District of California

Education:

- Lincoln Law School – J.D.



Partner

Contact Information

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Related Practices

- Labor and Employment Law
- Class Action
- Class & Collective Action Defense
- Employment Practices Defense Litigation
- Wage & Hour Compliance
- Wage & Hour/Fair Labor Standards Act (FLSA)
- Personnel Policies, Employment Agreements, Restrictive Covenants
- Human Resources Counseling and Training
- Whistleblower Claims
- Public Sector/NonProfit

- *University of Hawaii – B.A.*

Memberships:

- *2022, 2021, Board Director Orange County Women Lawyers Association*
- *California State Bar Association*
- *Orange County Bar Association*
- *Orange County Women Lawyers Association – President*
- *Orange County Women Lawyers Association – Board of Directors*
- *Society for Human Resources Management*

Publications

- *Washington and California Employers Face New Drug Testing Laws, by Jason Rossiter, Esq. and Allyson Thompson, Esq., 1-25-2024*
- *Can PAGA Claims Be Arbitrated in California? author Allyson Thompson, Esq., Risk Management Magazine, June 9, 2022*
- *Regulators Target Disability Bias Risks In AI Tools, Business Insurance, quote by Allyson Thompson, Esq., May 24, 2022*
- *Employers Face Tough Call On Vaccine Exemptions, Business Insurance Magazine, KD's Allyson Thompson quoted, November 16, 2021*
- *EEOC's Move on Long COVID-19 Creates Liability for Employers, Business Insurance, quoted Allyson Thompson, Sept. 28, 2021*
- *California HR Pros Must Prepare for Changes to COVID-19 Restrictions, SHRM, ft. Allyson Thompson*
- *California Employers Should Review Time-Keeping Practices for Meal Breaks, SHRM, ft. Allyson Thompson*
- *Allyson Thompson Joins Kaufman Dolowich as Employment Litigation Partner in Los Angeles*

News

- *Complying With California's New Paid Sick Leave Law, by Allyson Thompson, Partner, Kaufman Dolowich LLP, 1-29-2024*
- *Employers Face Tough Call On Vaccine Exemptions, Business Insurance Magazine, KD's Allyson Thompson quoted, November 16, 2021*
- *EEOC's Move on Long COVID-19 Creates Liability for Employers, Business Insurance, quoted Allyson Thompson, Sept. 28, 2021*
- *California Employers Should Review Time-Keeping Practices for Meal Breaks, SHRM, ft. Allyson Thompson*
- *Allyson Thompson Joins Kaufman Dolowich as Employment Litigation Partner in Los Angeles*
- *The California Supreme Court Finally Puts To Rest The Retroactivity Issue of Dynamex*

Speaking Engagements

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- *"FMLA Intermittent Leave: Preventing Abuse" Webinar, Feb. 29, 2024*

- *"Year-End Review of Employment Law Updates and What to Know for 2024"* SCORE Orange County, December 11, 2023
- *PAGA Lawsuits*, California Precast Concrete Association, October 25, 2023
- *Employment Law 2023*, webinar, National Business Institute, March 22, 2023
- *Avoiding Employment Litigation*, Webinar, SCORE Orange County, March 13, 2023
- *CLE, Obstacles in Managing Intermittent Leave & Other Thorny Process Issues*, Feb. 2023
- *2023 Labor Law*, HR Summit of Inland Empire Regional Chamber of Commerce, Feb. 2023
- *Sexual Harassment Updates for Employers: Speak Out Act*, Case Law, NBI, December 2022
- *Avoiding Employee Litigation in California*, Santa Ana Chamber of Commerce, Sept. 2022
- *Employment Law Compliance*, California Transportation Industry, FedEx, October 2021
- *"HIPPA: Best Practices for HR – Ensuring Confidentiality of Medical Information"* - Webinar for the Human Resources Law Boot Camp for National Business Institute (June 2021)
- *Avoiding Employment Related Litigation*, Vol. III (February 2, 2021)
- *Avoiding Employment Related Litigation*, Vol. II (January 28, 2021)
- *Avoiding Employment Related Litigation*, Vol. I (January 27, 2021)
- *Introduction to Employee Handbooks* (January 20, 2021)