




SHANE M. CAHILL

Partner

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Shane Cahill is a seasoned attorney with extensive experience representing employers in complex employment disputes and litigation. He provides strategic counsel to a diverse array of businesses, ranging from small enterprises to major corporations, including architectural and engineering firms, national hotel chains, hospitality management companies, healthcare providers, retailers, restaurants, athletic clubs, veterinary practices, non-profit organizations, and professional service firms such as law and accounting firms.

Mr. Cahill advises employers on critical issues including wage-and-hour compliance, employment policies, disability accommodations, leaves of absence, and best practices for employee hiring and termination. His proactive approach includes conducting anti-harassment and anti-discrimination training, crafting comprehensive employee handbooks, and effectively guiding employers through internal investigations and dispute resolution processes.

As an accomplished litigator, Mr. Cahill vigorously defends employers against claims of wrongful termination, harassment, discrimination, retaliation, and defamation. He has significant experience managing wage-and-hour class actions and lawsuits under California's Private Attorneys General Act (PAGA), as well as in-depth expertise regarding employment arbitration agreements and class-action waiver enforceability. Mr. Cahill regularly represents clients in state and federal courts and advocates before key administrative agencies, including the Division of Labor Standards Enforcement (DLSE), California Civil Rights Department (CRD, formerly the DFEH), Equal Employment Opportunity Commission (EEOC), and the National Labor Relations Board (NLRB).

In addition to his employment law practice, Mr. Cahill represents legal professionals in professional liability matters and possesses substantial experience in general litigation, including insurance defense cases involving personal injury, wrongful death, tort claims, and premises liability. His appellate practice includes successful advocacy before the California Courts of Appeal in the 1st and 5th Districts.

Mr. Cahill conducts webinars and presentations for businesses and insurers on employment law topics, has published on employment law matters, and authored articles for California Lawyer magazine, including discussions on safeguarding client funds, law firm privilege, and client trust account best practices. He is also a contributing author for the Continuing Education of the Bar (CEB), reflecting his thought leadership and commitment to advancing legal education.

Mr. Cahill's depth of knowledge, strategic approach, and courtroom proficiency consistently deliver exceptional results for his clients.

Admissions

- Member of the California State Bar
- Admitted to practice before the Ninth Circuit Court of Appeals and the Northern, Southern, Central, and Eastern U.S District Courts of California

Professional Affiliations

- State Bar of California
- Member of Bar Association of San Francisco - Labor & Employment Law Section

Professional Recognition

- Named in Super Lawyers magazine as a "Rising Star" in 2012 and 2013 (last two years of eligibility). No more than 2.5 percent of attorneys receive this recognition in each state)

Presentations

- CEB Presentation (November 2017): Attacking the Pleadings
- CEB Presentation (September 2016): The Art of Billing
- Mr. Cahill regularly conducts webinars and presentations to businesses and insurers regarding employment-law related topics and issues

Publications

- Mr. Cahill regularly publishes internet articles regarding new employment laws and cases
- Strategy Note: Preparing a Motion to Strike, July 2020, California Continuing Education Bar (CEB)
- Annotated Pleading: Motion to Strike, April 2020, California Continuing Education Bar
- Safeguarding Client Funds (discussion of best practices for overseeing and managing client funds), October 2015, *California Lawyer* magazine
- Law Firms & In-House Privilege, May 2015, *California Lawyer* magazine
- Client Trust Accounts (discussion of proper accounting practices), October 2014, *California Lawyer* magazine

Representative Matters

- Defense verdict in jury trial - served as first chair trial counsel
- Defense verdict in jury trial - served as second chair trial counsel
- Dismissal of wage-and-hour class claims in the United States District Court for the Central District of California based on plaintiff's execution of arbitration agreement
- Summary Judgment in Shasta County on behalf of engineering firm

Academics

- Golden Gate University School of Law | J.D. 2003, 2nd in Class
- California State University, Fresno | B.A. 2000, *cum laude*

Civic Involvement

- Pro Bono employment counseling for Seven Tepees Youth Program in San Francisco