

## **Andrew R. Shalauta**

Partner

1999 Harrison Street  
26th Floor  
Oakland, CA 94612  
(510) 451-3300  
ashalauta@donahue.com



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## **Practice Areas**

- Employment

## **Overview**

Andrew Shalauta is a partner with over 15 years of experience in practicing employment law and specializes in labor and employment litigation, and advice and counsel, for private employers, public entities, and educational institutions. Andrew focuses his practice on providing legal counsel relating to compliance with state and federal laws concerning employment, advising on company policies to reduce the risk of litigation, providing solutions for best employment practices in the workplace, and representing employers in all aspects of employment litigation.

Andrew defends employers against individual lawsuits, multi-party and collective actions, as well as numerous class actions involving complex employment law claims. His extensive litigation experience includes:

- Handling litigation claims under FEHA, ADA, FMLA, CFRA, PDL, ADEA, NLRA, PAGA, the California Labor Code, FLSA, prevailing wage laws, workers compensation LC 132(a), and Equal Pay Act.
- Handling pleadings, depositions, discovery, motions, court hearings, trials, arbitrations, and appeals.
- Representing employers in labor disputes involving union grievances and collective bargaining.
- Representing employers in regulatory investigations, and state and federal agency proceedings.

In addition to his litigation practice, Andrew provides day-to-day legal advice and counsel to all levels of company management, boards of directors, and training for supervisors on applicable state and federal laws. To ensure compliance with state and federal employment laws, Andrew manages matters pertaining to:

- Wage and hour compliance and audits
- Hiring, discipline, and termination matters
- Disability, accommodation, interactive process, and related workers compensation issues

- Discrimination, retaliation, and harassment matters
- Trade secrets, confidentiality, data privacy, non-compete agreements, non-solicitation agreements, and independent contractor agreements
- Drafting and updating employment policies and employee handbooks
- Drafting and administering employment agreements, affirmative action plans, IIPP, commission agreements, and employee compensation plans
- Conducting workplace investigations and advising on related privacy issues
- Providing legal strategies for risk management of employment-related claims

Andrew also regularly speaks and conducts employment-related seminars for all levels of management, human resources professionals, and clients and presents at numerous organizations and conferences.

### **Professional & Community Affiliations**

- Member, Northern California Chapter Committee, Professional Liability Underwriting Society (PLUS)
- Member, Oakland Chamber of Commerce
- Member, Alameda County Bar Association

### **Bar Admissions**

- California

### **Education**

- **J.D.**, University of Colorado, 1996
- **B.A.**, University of California, Berkeley, *with honors*, 1993

### **Recent Articles/News**

- [Will Mandatory Covid Vaccinations For Employees Be Legal?](#), January 21, 2021
- [WARN Act Advisory – Coronavirus Update](#), March 26, 2020
- [Nonprofits Need to Know About the New “ABC Test” for Classifying Independent Contractors](#)
- [Employment Partner Andrew Shalauta Joins the Firm’s Oakland Office](#)

### **Recent Speaking Engagements**

- December 08, 2022, 2023 Annual Employment Law Update , Oakland, CA
- December 06, 2022, 2023 Annual Employment Law Update , Webinar
- September 22, 2022, Mandatory Supervisor Training: Sexual Harassment Prevention , Contra Costa County

Employer Advisory Council, Webinar

- December 09, 2021, 2022 Annual Employment Law Update , Webinar
- December 08, 2020, 2021 Annual Employment Law Update , Webinar
- December 03, 2020, 2021 Annual Employment Law Update , Webinar
- December 12, 2019, 2020 Annual Employment Law Update , San Rafael, CA
- December 10, 2019, 2020 Annual Employment Law Update , Walnut Creek, CA
- December 05, 2019, 2020 Annual Employment Law Update , Oakland, CA
- May 22, 2019, Wage and Hour Seminar: Avoiding Pitfalls in California Employment , Oakland, CA

### **Past Speaking Engagements**

- [Wage and Hour Seminar: Avoiding Pitfalls in California Employment](#), May 22, 2019 | Oakland, CA
- [Wage and Hour Seminar: Avoiding Pitfalls in California Employment](#), May 16, 2019, Walnut Creek, CA
- [Wage and Hour Seminar: Avoiding Pitfalls in California Employment](#), May 14, 2019, Larkspur, CA
- [2019 Annual Employment Law Update](#), December 13, 2018, San Rafael, CA
- [2019 Annual Employment Law Update](#), December 11, 2018, Walnut Creek, CA
- [2019 Annual Employment Law Update](#), December 06, 2018, Berkeley, CA
- [Employment Practices & Policies That Can Trigger Litigation; Avoiding Lawsuits By Former & Current Employees](#), November 01, 2018, San Rafael, CA
- [Employment Practices & Policies That Can Trigger Litigation; How to Avoid Lawsuits & Navigate Employment Claims](#), May 17, 2018, Walnut Creek, CA
- [Employment Practices & Policies That Can Trigger Litigation; How to Avoid Lawsuits & Navigate Employment Claims](#), May 10, 2018, Oakland, CA