

## **Shane M. Cahill, Partner**

**LONG & LEVIT LLP**

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## **Summary of Qualifications**

Shane Cahill has a depth of experience defending and representing employers involved in disputes and litigation with their employees. In over 14 years of practice, Mr. Cahill has represented and counseled an array of small and large businesses, including national hotel chains, hospitality-management companies, retailers, hospitals and healthcare providers, veterinarian practices, restaurants, nightclubs, athletic clubs, non-profit organizations, as well as law, accounting, architectural, and engineering firms.

Mr. Cahill routinely counsels employers on wage-and-hour compliance issues, employment policies and practices, leaves of absence and disability-related obligations, and employee hiring and terminations. Mr. Cahill also drafts employee handbooks and personnel manuals, conducts anti-harassment training, and assists employers in handling harassment claims and investigations.

In addition to his counseling practice, Mr. Cahill is an experienced litigator and trial lawyer. He defends employers against wrongful termination, harassment, discrimination, retaliation, and defamation lawsuits. Mr. Cahill also represents employers in wage-and-hour class actions and lawsuits brought under California's Private Attorneys General Act (PAGA), and he has in-depth knowledge of the enforceability of employment-arbitration agreements and class-action waivers. Mr. Cahill has represented businesses and employers in state and federal court and in administrative proceedings before the Division of Labor Standards Enforcement (DLSE), Department of Fair Employment & Housing (DFEH), Equal Employment Opportunity Commission (EEOC), and National Labor Relations Board (NLRB).

Beyond his employment law practice, Mr. Cahill represents lawyers in professional liability matters, and he has substantial experience in general litigation and insurance defense (including tort, personal injury, wrongful death, and premises liability claims and lawsuits). He also handles appellate matters and has argued before the 1st and 5th District California Courts of Appeal.

## **Academics, Admissions & Professional Recognition**

### *Academics*

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

### *Admissions*

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

### *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)

## **Professional and Civic Involvement**

### *Professional Affiliations*

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

### *Civic Involvement*

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

## **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
- 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