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BURKE, WILLIAMS & SORENSEN, LLP



Sally Trung Nguyen, AWI-CH

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Pronouns: she, her, hers

Sally Trung Nguyen is a partner in the Labor and Employment Practice Group, and a core member of Burke's Workplace Investigations team.

Sally regularly conducts impartial workplace investigations and is an Association of Workplace Investigators Certificate Holder (AWI-CH). She has conducted countless complex workplace investigations involving sworn and non-sworn employees, and in both the private and public sector. Sally also oversees and advises clients on investigations conducted by outside neutral investigators. She counsels clients on, among other things, the investigation process, legal issues that arise, and strategic remedial action plans.

Sally has a special affinity in helping clients resolve labor and employment disputes through pragmatic approaches. She regularly advises management, human resources, and in-house attorneys in the private and public sector on employment law compliance and best employment practices. Sally is well-versed in the areas of medical leaves of absence, disability accommodations, background checks, performance management, harassment, discrimination, retaliation, workplace bullying, at-will employment termination, just cause discipline, employee due process rights, separation of employment, compensation, layoffs, furloughs, medical examinations, wage and hour compliance, and collective bargaining.

In recognizing that litigation arising from employment disputes cannot always be prevented and that clients' needs vary, Sally provides advice that is specifically tailored to each client's circumstances and priorities to help them overcome potential challenges they may face in a lawsuit. Sally has successfully represented clients in trial, administrative hearings, disciplinary appeals, and grievance arbitrations.

In addition to Burke, Sally has worked at two AmLaw 100 law firms where she focused her practice exclusively on California labor and employment law matters. Sally has represented clients in individual

PRACTICES

Employment Law and Litigation

Labor Relations

Workplace Investigations

EDUCATION

J.D., University of California, Hastings College of the Law, 2009

B.A., University of California, Berkeley 2005

ADMISSION

State Bar of California

State Bar of New York

United States District Court for the Northern District of California

United States District Court for the Central District of California

United States District Court for the Eastern District of California

AFFILIATIONS

Association of Workplace Investigators

Vietnamese American Bar Association of Northern California

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and class action employment cases in state, federal, and administrative proceedings before the California Division of Labor Standards Enforcement, the California Civil Rights Department (previously referred to as the “Department of Fair Employment and Housing”), and the Equal Employment Opportunity Commission. In addition, Sally has earned a mediation certificate with Community Boards.

PUBLICATIONS

2026 Legal Trends

2025 LEGAL TRENDS

Legal Trends 2024

2023 Legal Trends

2020 Legal Trends

Families First Coronavirus Response Act: Summary Of Additional Guidance From The Department Of Labor

2019 Legal Trends

RECOGNITIONS

Selected to Northern California Super Lawyers, Rising Stars 2015-2019

First Place Team, 2008 International Academy of Dispute Resolution Mediation Competition

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