



Timothy L. Davis

Partner

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Pronouns: he, him, his

Timothy Davis is a partner in Burke, Williams & Sorensen's **Silicon Valley** office and is Chair of the firm's Labor and **Employment Law** practice group.

Tim has tried to verdict employment cases in both federal and state court, and has conducted over 70 employment arbitrations. Tim routinely defends employers in **litigation** matters in actions involving state and federal law, such as Title VII, the California Fair Employment and Housing Act, Americans with Disability Act, Age Discrimination and Employment Act, Family and Medical Leave Act, California Family Rights Act, California Pregnancy Disability Act, Public Safety Officers Procedural Bill of Rights, and wage and hour issues, including wage and hour class actions. He has represented employers in claims of wrongful termination, breach of fiduciary duty, breach of loyalty, unlawful interference with prospective economic advantage, unfair competition, and constitutional rights violations. His practice also includes the representation of employers before state, federal, and local administrative proceedings, including the Department of Labor, local civil service commissions, PERB, EEOC, and OSHA. Tim's reported decisions include *Alhambra Police Officers Association v. City of Alhambra*, (2003) 113 Cal.App.4th, 413.

Tim also represents both **public** and private employers as a lead negotiator during collective bargaining with their employee groups, including police, fire, general employees, and management groups. Additionally, his practice includes internal investigations of employment complaints involving discrimination and harassment, as well as the presentation of seminars on how to prevent discrimination and harassment and investigate allegations of discrimination and harassment. He also trains human resources professionals and managers regarding proper investigation techniques. His practice includes development of personnel rules and policies including discipline and grievance procedures, and the investigation of grievances. He advises management clients on labor and employment law compliance matters. He has also served as legal

PRACTICES

Education Law

Employment Law and Litigation

Labor Relations

Litigation

Public Law

Workplace Investigations

EDUCATION

J.D., University of the Pacific,
McGeorge School of Law, 1995

B.A., cum laude, Integral
Studies Saint Mary's College of
California, 1992

ADMISSION

State Bar of California

United States District Court for
the Central District of California

advisor during grievance proceedings.

Tim's commitment and experience in public law began in law school, where he co-authored the article, "Does a Public Law Attorney Owe a Duty to Third Parties?" which appeared in the Summer 1994 issue of the *Public Law Journal*.

PUBLICATIONS

2025 LEGAL TRENDS

Legal Trends 2024

2023 Legal Trends

2022 Legal Trends

2021 Legal Trends

2020 Legal Trends

EEOC Issues Statement on COVID-19

Coronavirus Disease 2019 – Resources for Employers

2019 Legal Trends

2018 Legal Trends

2017 Legal Trends

2016 Legal Trends

2015 Legal Trends

2014 Legal Trends