

Aaron B. Silva

Partner

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Practice Area(s): Labor and Employment, Employee Benefits and Executive Compensation

Overview

Aaron Silva is a partner with the Labor and Employment Practice Team. He has an extensive background defending employers before state and federal courts and several administrative boards including the National Labor Relations Board, the California Division of Labor Standards Enforcement, the California Workers' Compensation Appeals Board, the California Unemployment Insurance Appeals Board and Cal/OSH Appeals Board.

In his litigation practice, Aaron represents clients at court and administrative hearings, defends depositions, and serves as lead author for many of the Department's principal matters, including dispositive motions and appeal briefs. In addition, he is one of just a few California attorneys with expertise in occupational safety and health law, having formally served in the Cal/OSH Appeals Board legal department. Aaron's prior experience with the California Public Employment Relations Board is also a valuable asset when assisting businesses faced with union organizing campaigns, unfair labor practice charges, and federal injunctions sought by the General Counsel of the NLRB.

In his counseling practice, Aaron advises companies in all areas of employment law including employment classification, employee termination, leave decisions, union matters and drafting effective and enforceable employment policies. He frequently speaks on labor and employment issues for businesses, employers, and human resources groups. He also performs management training in the areas of avoiding discrimination and other public policy violations as well as required sexual harassment training for supervisors and managers.

Aaron was awarded his J.D. from the University of California, Davis School of Law. Prior to joining Murphy Austin Adams Schoenfeld LLP in 2007, he worked for both the Cal/OSH Appeals Board and the California



Memberships

- State Bar of California, Employment Law Section
- American Bar Association
- Sacramento County Bar Association, Labor and Employment Section
- Sacramento Area Human Resource Association
- Rotary Club of Folsom
- Folsom Chamber of Commerce

Bar Admissions

- State Bar of California

Education

University of California, Davis School of Law

Public Employment Relations Board.

J.D., 2006

Aaron is a member of the Rotary Club of Folsom and the Folsom Chamber of Commerce. He is also a member of the Dry Creek Rancheria Band of Pomo Indians, where he serves on the tribal council and as vice chairman of the judiciary committee. He was named a *Rising Star* by *Northern California Super Lawyers* magazine in 2013 through 2016 and was named to the *Sacramento Business Journal* [40 Under 40 2016 List](#) which honors individuals under 40 for their outstanding professional accomplishments and community involvement. Aaron is also an alumni of the Leadership Sacramento and Leadership Folsom programs.

University of California, Davis
B.A., *with honors*, 2003

Representative Matters

- Successfully litigated ADA case after adversary refused to comply with settlement agreement;
- Successfully resolved through summary adjudication, numerous claims related to leaves of absence, discrimination, and breach of agreements;
- Served as assistant trial counsel in cases involving complicated issues related to FEHA/Title VII and trade secrets;
- Represented a client before the NLRB and federal court after national union targeted independent bargaining unit for merger without notice to employees;
- Successfully challenged OSHA citations before the Cal/OSHA Appeals Board;
- Obtained injunction on behalf of an employer who sought to protect the workplace from a violent former employee;
- Represented clients accused of violating wage and hour laws, including the state's prevailing wage law and Davis-Bacon Act;
- Represented employers in claims against former employees and other businesses for unfair competition, trade secret misappropriation, and related business torts;
- Regularly draft, review, and revise employee handbooks and policy manuals, employment agreements, negotiated severance packages for corporate executives, independent contractor agreements, alcohol and drug testing policies, workplace search policies, and pre-

employment inquiry policies and procedures;

- Regularly represent clients accused of violating federal and state laws prohibiting discrimination and harassment based on race, sex, religion, age, disability or engaging in protected activity like testifying or complaining about perceived illegal conduct; and
- Defend employers in class action lawsuits in addition to formulating litigation strategies designed to prevent class certification.

Awards

- Listed as a Rising Star in *Northern California Super Lawyers* (2013-2016)
- Named a *Sacramento Business Journal* “40 Under 40” Honoree (2016)
- Named a *Sacramento Business Journal* “40 Under 40” Finalist (2013 and 2015)

Leadership

- Folsom Chamber of Commerce Board of Directors, Member (2017)
- Dry Creek Rancheria Judicial Committee, Vice Chairman
- Folsom Chamber of Commerce, Leadership Folsom, Class of 2015
- Sacramento Metro Chamber, Leadership Sacramento, Class of 2013

Speaking Engagements

- Speaker, “Business Connection Breakfast: Labor Law Update,” Yuba-Sutter Chamber of Commerce, Yuba City, CA (February 2017)
- Speaker, “Business Toolbox Workshop + Lunch: New HR Laws and How they Affect Your Business,” Folsom Chamber, Folsom, CA (February 2017)
- Speaker, “Prevailing Wage” North State BIA (BIA), Sacramento, CA (February 2017)
- Speaker, “Avoiding Litigation: Some Basics for Ag Business Owners,” El Dorado County Farm Bureau, Placerville, CA (April 2016)
- Speaker, “Employment Law Updates 2016,” Yuba-Sutter Chamber

of Commerce, Yuba City, CA (February 2016)

- Speaker, “Employment Law Updates 2016,” North State BIA (BIA), Sacramento, CA (January 2016)
- Speaker, “Construction Law Updates for 2016,” CFMA, Sacramento, CA (January 2016)
- Speaker, “2016 Workplace Update,” Sacramento Valley Association of Legal Administrators (SVALA), Sacramento, CA (January 2016)
- Panelist, “Murphy Austin Annual Employment Law Update,” Sacramento, CA (2010-2016)
- Speaker, “HR Managers Information Sharing & Education Forum,” North State Building Industry Association, Roseville, CA (September 2015)
- Speaker, “Avoiding Litigation: Some Basics for Ag Business Owners,” Yolo County Farm Bureau, Woodland, CA (June 2015)
- Speaker, “Avoiding Litigation: Some Basics for Small Business Owners,” Yuba Sutter Chamber of Commerce, Yuba City, CA (February 2015)
- Speaker, “What California Employers Need to Know in 2014,” Yuba Sutter Chamber of Commerce, Yuba City, CA (March 2014)
- Co-presenter, “Taking a Closer Look: Pre-Employment Hiring Practices,” SAHRA Webinar (June 2012)
- Speaker, “2012 California Employment Law Update,” Folsom Chamber of Commerce,” Folsom, CA (June 2012)
- Speaker, “HR Fundamentals,” SAHRA, University of Phoenix, Gateway Oaks Campus, Sacramento, CA (March 2011)
- Speaker, “Wage and Hour Issues in the New Workplace,” Association of Corporate Counsel, Sacramento, CA (June 2010)

Publications

- Podcast - [Performance Evaluations: Five tips to make performance evaluations better.](#) (April 2017)
- Podcast - [Employee Discipline: Four hints to help get employee discipline right.](#) (March 2017)
- Podcast - [Waiting Time Penalties: Four tips to avoid waiting time penalties.](#) (March 2017)

- Podcast - [Rest Breaks: Five takeaways from the new Supreme Court Rest Break Case.](#) (January 2017)
- Podcast - [The Top Ten HR Legal Changes, Part 2 of 2: The top ten HR legal changes employers should know for 2017](#) (one through five, in this episode). (December 2016)
- Podcast - [The Top Ten HR Legal Changes, Part 1 of 2: The top ten HR legal changes employers should know for 2017](#) (six through ten, in this episode). (November 2016)
- Podcast - [New Sexual Harassment Regulations: Four things employers need to know about the new sexual harassment regulations.](#) (October 2016)
- Podcast - [Drug Testing in the Workplace: Five things employers should know about drug testing.](#) (September 2016)
- Podcast - [Pregnancy Leave: Five things to know when navigating pregnancy leave.](#) (August 2016)

- Podcast - [New Federal Wage and Hour Regulations: Four things to know about the new Federal exempt employee regulations.](#) (July 2016)
- Podcast - [Transgender Rights: Five things to know about transgender rights in the workplace.](#) (June 2016)
- Podcast - [Classifying Workers as Independent Contractors: Five things to decode independent contractors.](#) (May 2016)
- Podcast - [Meal and Rest Breaks: Five tips to get your meal and rest breaks into shape.](#) (April 2016)
- Podcast - [Interview Questions: Five things you cannot ask your next applicant.](#) (March 2016)
- Podcast - [Terminations: Six things employers need to know before their next employment termination.](#) (February 2016)
- Podcast - [The Company Handbook: Learn the six ways your company handbook may be working against you.](#) (January 2016)
- Social Media and Pre-Employment Hiring Practices, Sacramento Area Human Resources Association *Shouts Out News* (July 2012)
- What California Employers Need to Know About the Brinker Decision (April 2012)
- Sample Policy: Expectations of a Right to Privacy (July 2010)