



**Trish Higgins**  
*(Of Counsel)*

For more than 20 years, Trish Higgins has provided employers with effective legal advice and representation. She counsels employers on all aspects of the employment relationship, including hiring, wage-and-hour issues, reasonable accommodations and leaves of absence, performance management, terminations, and responding to employee complaints. Clients ranging from Fortune 100 companies to small start-ups rely on Trish to provide practical advice based on each client's particular business needs and objectives.

Trish conducts neutral investigations of workplace issues, including complaints of sexual harassment and retaliation. She is also an engaging facilitator who has trained hundreds of managers, employees, and elected officials on how to maintain a respectful workplace that is free of harassment, discrimination, and retaliation.

Trish has extensive experience litigating employment matters, from wage-and-hour and discrimination class actions to individual claims of sexual harassment and wrongful termination. She has handled employment litigation in California state courts as well as in federal trial and appellate courts across the country. She also represents employers before administrative agencies, including the EEOC, DFEH, DLSE, and DOL.

An experienced negotiator, Trish helps clients resolve disputes through various forms of alternative dispute resolution, including mediation and arbitration. For many years, she has served as a Settlement Judge Pro Tem for the Sacramento County Superior Court.

Trish is a frequent lecturer, author, and commentator on employment issues. She is currently the Chair of the Wage-and-Hour Subcommittee of the ABA Employment & Labor Relations Law Committee and is a past Chair of the Labor & Employment Section of the Sacramento County Bar Association. On a pro bono basis, Trish represents survivors of human trafficking through her affiliation with the Human Trafficking Pro Bono Center. Following a jury trial in federal court, she obtained a verdict on behalf of a human trafficking survivor in 2017, and in 2013 she was awarded the Community Award by Santa Clara University for her representation of human trafficking survivors. She currently serves on the Board of the Stanford Settlement Neighborhood Center and is a past President of WEAVE, Inc.

Prior to joining the Shaw Law Group, Trish practiced employment law at a global law firm and clerked for a federal district court judge.

**Education:**

J.D., University of California,  
Berkeley

B.A., University of California,  
Santa Cruz

**Bar Admissions:**

California