



Tristan Hills

Associate

Sacramento

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What can I solve for you?

I take pride in fostering communicative and collaborative relationships with clients that allow me to anticipate needs and find innovative solutions to any issues that may arise. I draw on years of litigation experience to assist with labor and employment matters, collective bargaining disputes, and investigations.

What's it like to work with me?

I take a holistic approach to assisting clients and resolving disputes. I strive to both understand and build relationships with the individuals involved, whether that is clients or opposing parties, so as to build trust and work towards practical solutions. I derive a lot of energy from developing a deep understanding of all sides of a particular issue, which allows me to develop creative solutions, communicate effectively, and bridge divides.

Overview

Tristan Hills assists school districts throughout California with a range of labor and employment issues, from labor disputes, to certificated and classified employee discipline matters, to investigations. Tristan brings a dedicated, collaborative approach to understanding the unique needs of educational institutions.

Before joining F3, Tristan spent years litigating a diverse array of cases across California, including wage and hour disputes, FEHA discrimination cases, personal injury, commercial and real property litigation, and regulatory



matters. He has successfully litigated dozens of cases for both plaintiff and defendants while demonstrating the ability to connect with clients from various backgrounds to deliver favorable outcomes.

While at law school, he interned at the San Francisco Sherriff's Department in the Prisoner Legal Services Division, the Sacramento County Public Defender's Office, the Innocence Project, Santa Clara University's Expungement Clinic, and the Pro Bono Project in San Jose, which offered free legal services for women seeking domestic violence restraining orders.

Recognition

- Sacramento Magazine's 2021 Top Lawyers Award
- Santa Clara University's Pro Bono Recognition Award

After School

I love traveling throughout the country to attend concerts, comedy shows, and baseball games. I also enjoy exploring secluded towns throughout California, independent bookstores, and vintage shops.

Education

- Santa Clara University School of Law (J.D.)
- University of California, Santa Cruz (B.A., Politics)

Admissions

Bar Admissions

- California

Related Services

- Labor Relations & Negotiations
- Employment Law
- Litigation



F3 Law

- Investigations

Related Clients

- Public Education K-12
- Charter Schools