

ATTORNEYS AT LAW



THE LEADER

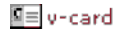
Jeanine D. DeBacker

Attorney

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Practice Areas

Employment

Litigation

Experience

Jeanine DeBacker is a partner in the firm's employment and employee benefits practice group. She is an employment law litigator who uses her courtroom experience to help employers prevent litigation through well-crafted policies, staff trainings and informal dispute resolutions.

Jeanine counsels businesses on human resource and employment law issues. She defends employers in sexual harassment, race and age discrimination, wrongful discharge and other employment-related claims. She also defends employers in wage and hour claims, bonus/commission and other compensation claims in arbitration and before California's Labor Commissioner.

Jeanine is a member of the International Society of Certified Employee Benefit Specialists and represents qualified retirement plans, 401(k) plans and multiemployer plans in litigation and before government agencies. She works with clients regarding plan administration, qualification and participant communication.

Education

- Santa Clara University School of Law; J.D. (1995)
- Wellesley College; B.A., Political Science and Economics minor (1992)

Admissions

- State Bar of California
- United States Court of Appeal, Ninth Circuit
- United States District Court, all districts in California

Publications



Jeanine DeBacker

- ▶ **Admissions**
- ▶ **Publications**
- ▶ **Affiliations**
- ▶ **Speaking & Teaching**

Related Content

Current Events & Seminars

- Employment Law Update: What Will HR Look Like in 2010 » [read more](#)

Firm Publications

- 2010 Employment Law Update: Get Ready for the New Year » [read more](#)
- Commuter Benefits: An Easy, Effective Way for an Employer to be Green » [read more](#)
- On the March: When Employees Must Leave for Military Duty » [read more](#)

Recent Events & Seminars

- Employment Law Update for 2010 » [read more](#)

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Wendel Rosen Client Update, December 31, 2009

- "To Google... or Not to Google? A Perplexing Question for HR," *HR West*, Fall 2009
- "Commuter Benefits: An Easy, Effective Way for an Employer to be Green," *Wendel Rosen Client Update*, July 6, 2009
- "Employer Liability for Bullies, and for Employees that Get Along Too Well," co-author with Gillian M. Ross, *Oakland Business Review*, March 2006
- "Think Ahead! 2005 Employment Law Update," co-author, *Wendel Rosen Client Update*, December 2004
- "What Will Become of California's New Health Insurance Law?" *Oakland Business Review*, December 2003/January 2004
- "When Employees Must Leave for Military Duty," (revised), *Oakland Business Review*, April 2003
- "On the March: When Employees Must Leave for Military Duty," *Oakland Business Review*, November 2001.
- "The Pension Benefits Rights of Unmarried Couples," *Oakland Business Review*, June 2001

► Affiliations

- Society for Human Resource Management
 - California State Council, Legislative Director, 2007-2008
 - California State Council Legislative Action Forum, Co-chair, 2007-2008
 - California Learning System, Legal Advisor, Compensation and Benefits Module
- International Society of Certified Employee Benefit Specialists
 - Member, 2002 to present
- Northern California Human Resources Association
 - Director, 2008-2010
- Central Valley Human Resource Management Association
 - Government Affairs Director, 2007 – present
- International Foundation of Employee Benefit Plans
- Western Pension & Benefits Conference
- Alameda County Bar Association
 - Labor and Employment law Section, Executive Committee, 2010 –
 - Labor and Employment Law Section, Chair, 2006 – 2007
- Bay Area Lawyers for Individual Freedom
- San Leandro Chamber of Commerce

► Speaking & Teaching

- "Employment Law Update for 2010," presenter, Alameda County Bar Association, November 10, 2009
- "Social Networking: Too Hot to Ignore," presenter, 2009 Pilot Test Member Conference, November 2009
- "2009 Employment Law Update," presenter, Northern California Human Resource Association, East Bay Chapter, October 15, 2009
- "Commuter Tax Benefits Workshop," presenter, 50Corridor.com, October 9, 2009
- "Introduction to Commuter Tax Benefits and How to Implement Them," presenter, Bay Area Air Quality Management District, Commuter Tax Benefits Workshop, October 7, 2009
- "The Changing Workplace: Family Responsibilities, Discrimination, Gender Identity & Domestic Partnership," presenter, Central Coast Human Resources Association, September 2009
- "Mid Year Legal and Legislative Update," presenter, Central Valley Human Resource Management Association, July 15, 2009, California State Council of Society of Human Resource Management, July 11, 2009
- "Hidden Costs and New Benefits: Employee Benefits During a Recession," presenter, Kern County Society for Human Resource Management, May 6, 2008
- "2009 Payroll Law Update," co-presenter with David Goldman, American Payroll Association, April 23, 2009
- "Introduction to Commuter Tax Benefits and How to Use Them," presenter, 50 Corridor Transportation Management Association, February 27, 2009
- "Employment Law Update: Issues in a Depressed Economy," co-presenter with David Goldman, Wendel, Rosen, Black & Dean LLP, February 11, 2009
- "2009 Employment Law Update: Issues in a Depressed Economy," co-presenter with David Goldman, Central Valley Human Resource Management Association, January 21, 2009

- "How to Comply With the San Francisco Health Care Security Ordinance," co-presenter, June 17, 2008
- "The Changing Workplace (Family Responsibilities Discrimination, Gender Identity and Domestic Partnerships)," NCHRA 2008 Spring Legal & Legislative Conference, Pleasanton, California (February 20, 2008) and San Francisco, California (March 6, 2008)
- "2008 Employee Law Update," Central Valley Human Resources Management Association, February 20, 2008
- "2008 Employment Law Update," co-presenter with Gillian M. Ross, Alameda Chamber of Commerce, February 1, 2008
- "Employee Information on the Internet: Can You Use What You Find?" NCHRA workshop, December 4, 2007
- "What if I Google my employee and actually find something?" Central Valley Human Resources Management Association, May 16, 2007
- "Help Wanted: Bloggers Need Not Apply," co-presenter with Jeanine DeBacker, Northern California Human Resources Association, East Bay Chapter, February 15, 2007
- "What Can You Do About Employees Use of the Internet?" Northern California Human Resources Association, East Bay Chapter, February 2007
- "Employee Benefits Update," Northern California Human Resources Association, Solano/Yolo Chapter, July 2006
- "Leaves of Absence Update," Benefits and Human Resources Seminar, April 2006
- "Elimination of Bias: Understanding and Reducing Bias in the Legal Profession," Bay Area Lawyers for Individual Freedom and the Minority Bar Coalition, MCLE Presentation, September 2006
- "Elimination of Bias: Understanding and Reducing Bias in the Legal Profession," Alameda County Bar Association, MCLE Presentation, January 2005
- "Challenges and Opportunities of Workplace Diversity," Northern California Human Resources Association, East Bay Chapter, November 2004
- "Elimination of Bias: Understanding and Reducing Bias in the Legal Profession," County Counsel Association of California, Child Welfare Study Section Conference, October 2004
- "Elimination of Bias: Preventing and Responding to Incidents of Bias in the Legal Profession," Alameda County Bar Association, MCLE Presentation, January 2004
- "Military leaves issues, Business Roundtable," Regional Technical Training Center, Urban Assistance Clearing House, April 24, 2003
- "Blazing a Trail Through a Forest of 'Leaves' - Practical Insights Into Understanding Employee Leave Rights," Women in Business Educational Series, Wendel, Rosen, Black & Dean LLP; April 2002