



**Jeanine D. DeBacker**  
*Of Counsel, Employment Law Group*

**Practice Overview**

Jeanine DeBacker, a member of the firm's Employment Law Group, 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 claims, 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.

**Publications**

- "To Google... or Not to Google? A Perplexing Question for HR," *HR West, Fall 2009*
- "Employer Liability for Bullies, and for Employees that Get Along Too Well," co-author with Gillian M. Ross, *Oakland Business Review, March 2006*

**Affiliations**

- Society for Human Resource Management
  - California State Council, Legislative Director; 2007 - present
  - California State Council, Legislative Lawyer; Chair; 2007 - present
  - California Learning System, Legal Advisor; Compensation and Benefits Module
- International Society of Certified Employee Benefit Specialists
  - Member; 2002 - 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, 2006-2010
  - Labor and Employment Law Section, Chair; 2006-2007

**Speaking & Teaching**

- "2010 Employment Law Update," presenter; Central Valley Human Resources Management Association, January 20, 2010
- "Employment Law Update for 2010," presenter; Alameda County Bar Association, November 10 2009
- "Social Networking: Too Hot to Ignore," presenter; 2009 Pilot 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



**Education**

J.D., Santa Clara University  
 School of Law

B.A., Political Science  
 Wellesley College

**Admissions**

All California courts,  
 U.S. District Court for the  
 Northern District of California,  
 U.S. 9th Circuit Court of  
 Appeals.

**Contact**

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 Pleasanton, CA 94588  
 925.224.7780

- "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," presenter; 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
- "2009 Employment Law Update: Issues in a Depressed Economy," presenter; Central Valley Human Resource Management Association, January 21, 2009
- "The Changing Workforce and the Expansion of Discrimination," speaker; Central Valley Human Resources Association Fall Workshop, October 24, 2008
- "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 Employment Law Update," presenter; Central Valley Human Resource Management Association, February 20, 2008
- "2008 Employment Law Update," presenter; Alameda Chamber of Commerce, February 1, 2008
- "Employment 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;" presenter; Northern California Human Resources Association, East Bay Chapter; February 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