



Jennifer M. Martinez

Partner

Jennifer represents private and public employers in federal and state court litigation and before administrative agencies regarding discrimination (including race, sex, age, national origin, sexual orientation, and disability), harassment, retaliation, breach of contract, wrongful termination, and numerous other types of employment law matters. Jennifer also handles complex wage and hour class action litigation (including off-the-clock claims, meal and rest period violations, exempt misclassification, and contractor misclassification) in both federal and state courts, as well as other representative and collective actions under the California Private Attorneys General Act and the federal Fair Labor Standards Act. Within the past year, Jennifer second chaired a state court jury trial, obtaining a complete defense verdict for her client on a claim of disability discrimination and failure to accommodate.

In addition to her litigation practice, Jennifer counsels employers on a wide variety of employment issues, such as hiring practices, employment policies, disability accommodations and leave administration, employee and contractor classification issues, employment contracts, enforceability of covenants not to compete, leaves of absence, terminations, and reductions in force. She specializes, in particular, in advising start-ups, early stage companies, and technology companies. In addition to general advice and counseling, Jennifer handles sensitive harassment and whistleblower investigations.

Jennifer also has considerable merger and acquisition experience, assisting clients in structuring corporate transactions to minimize employment-related risks and maximize the value of the transaction from an employment perspective. Jennifer assists clients with post-transaction issues as well, including integration, policy compliance, employee leveling, and restructuring.

Prior to joining Hanson Bridgett, Jennifer practiced in the employment litigation and employee mobility practices at Wilson Sonsini Goodrich & Rosati in Palo Alto.

Publications

"Reconciling the Gig Economy in California: Changes to Worker Classification Laws Since AB 5," co-author, Labor & Employment Law Alert (November 2020)

"Latino Realities and the Internal Revenue Code: A Critical Perspective,"

San Francisco

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Firm Leadership

Chief Diversity, Equity and Inclusion
Officer

Women's Impact Network, Member

Practices/Industries

Labor & Employment

Litigation & Dispute Resolution

Class Actions

Employment Class Actions

co-author, *University of Florida Judicial Law and Public Policy* (2011)

Presentations

"Avoid the Trap of Wage and Hour Liability for Remote Work," USLAW NETWORK Worldwide Virtual Retreat: Lightning Round: USLAW's Practice Group 5-Minute Drill on Labor and Employment Law (October 2020)

"Business is Disrupted: Getting Ahead of Privacy Issues," co-speaker, Hanson Bridgett Business Disruption Strategies Webinar (April 2020)

"A Ban, An Injunction, Preemption, Oh My!," Hanson Bridgett 2020 Labor & Employment Seminar (January 2020)

"Wage and Hour Questions: A Practical Legal Guide," co-speaker, ATA Trucking Legal Forum (July 2019)

"Learn What it Takes to Excel as a Junior Associate," presenter, Real Talk Boot Camp (December 2018)

"Steps in the Grievance Process – The Importance of Asserting and Maintaining The Employer's Defenses in Every Step," co-presenter, Northern California Chapter of the International Public Management Association - Human Resources (March 2018)

"Proactive Strategies for Coping with Workplace Class Action Claims Before Litigation," Hanson Bridgett Labor & Employment Seminar (January 2018)

"Regulatory, Legal, & Government Affairs Impact on the Home Delivery Industry," co-speaker, Annual Meeting of the National Home Delivery Associations (August 2017)

"Employment Law and Human Resources Issues," AAPA Port Administration and Legal Issues Seminar (March 2017)

"Whistleblowing and Retaliation Claims - What are they Really About?," NCCIPMA-HR Annual Chapter Conference (March 2017)

"Special District Executive Recruitment, Evaluation, and Compensation," co-presenter, California Special Districts Association Annual Conference (October 2016)

"Use and Misuse of Social Media in the Workplace," co-presenter, National Bar Association's Labor and Employment Section Annual Conference (October 2016)

"NLRB Aggressively Driving Its Agenda: Trials, Tribulations & Legal Responses," co-presenter, ATA Litigation Center's Forum for Motor Carrier General Counsel (July 2016)

"A Day in the Life of a Defense-Side Employment Practitioner," UC Hastings (March & October 2016)

"Meal Breaks and CA Sick Leave," co-presenter, Golden Gate Restaurant Association Webinar (June 2015)

Press

"Big Law is Adding to its Diversity-Focused Leadership Ranks," *The American Lawyer* (January 2021)

"Hanson Bridgett Names Diversity, Equity, Inclusion Officer," Daily Journal (January 2021)

"How This Calif. Firm Plans To Become More Diverse In 2021," Law360 (January 2021)

Honors & Awards

Northern California Super Lawyers Rising Stars (2013-2017)

Professional Affiliations

Bar Association of San Francisco

San Francisco La Raza Lawyers Association

Academic Distinctions

Member Editor, *Stanford Journal of Civil Rights and Civil Liberties*

President, Stanford StreetLaw

Co-President, Stanford Latino Law Students Association

Co-president, Women of Color Action Network

Education

J.D., Stanford Law School (2008)

B.A., *cum laude*, University of California, Los Angeles (2004)

Admissions and Courts

California

U.S. District Court for the Northern District of California

U.S. District Court for the Central District of California