



Jenica Maldonado

Partner

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Areas of Focus

- Labor and Employment
- Workplace Investigations



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Jenica is a seasoned labor and employment attorney who advises public and private sector clients on sensitive, high stakes workplace and governance matters. She is known for serving as a strategic partner to her clients, helping them navigate not only complex legal issues, but also the practical, political, and business considerations that often accompany employment disputes and organizational decision making.

Jenica's practice encompasses advice and counsel, labor negotiations, workplace investigations, litigation, arbitration, and training. She has deep experience handling matters involving discrimination, harassment, retaliation, disability accommodation, leaves of absence, whistleblower claims, due process, First Amendment issues, and labor law matters affecting both represented and unrepresented workforces. She regularly advises public safety agencies on rights and obligations specific to sworn personnel.

In addition to her labor and employment practice, Jenica counsels public agencies on government law issues, including California's open meeting and public records laws, political conflicts of interest, and ethics compliance. She also serves as general counsel to special districts and nonprofit organizations, providing day to day guidance on governance, risk management, and regulatory compliance.

Jenica previously served as a Deputy City Attorney in the San Francisco City Attorney's Office under Dennis Herrera.

Publications

“Why Your EQ Might Be Your Secret Weapon as a New Attorney,” *DailyJournal.com*
(January 2025)

“Avoid Knowing Too Much,” *Law.com* (November 2012)

Presentations

“Ethics in the Public Sector - Conflicts of Interest, the Political Reform Act & Form 700,” Fire Districts Association of California’s 2026 Annual Conference and Leadership Symposium
(April 2026)

“Crisis Communications: Coordinating a Cohesive and Legally-Defensible Narrative in Times of Chaos,” California Public Employees Labor Relations Association (CALPELRA) Annual Conference
(November 2024)

“Over 75 Years of Female Negotiator Experience: Reflections on the Role of Gender at the Bargaining Table,” California Public Employees Labor Relations Association (CALPELRA) Annual Conference
(November 2024)

“Managing Up: The Role HR Directors Play When Employees Accuse Elected Officials of Violating FEHA”, California Public Employees Labor Relations Association (CALPELRA) Annual Conference
(November 2024)

“Ethics in the Public Sector - AB 1234 Compliant Training for Conflicts of Interest, the Political Reform Act & Form 700”, Fire Districts Association of California Annual Conference (April 2024)

“Walking the Line - Addressing Complaints Against Elected Officials,” League of Cities Annual City Managers Conference (February 2024)

“New Mayors and Council Members Academy,” League of California Cities (January 2023)

“Violence in the Workplace - Mitigating Risk and Proactively Responding to Threats” California Special Districts Association, Annual Conference (August 2022)

“Boards Behaving Badly: How to Stay Out of Trouble” California Special Districts Association, Annual Conference (August 2022)

“Police Reform: Legal Challenges and Solutions,” 2022 Legal of California Cities - City Attorneys Spring Conference (May 2022)

“What Special Districts Need to Know About the CPRA” California Special Districts Association (February 2022)

“Safety for Who,” The Labor and Employment Law Section of the Bar Association of San Francisco (February 2022)

“Harassment Prevention Training for Board Members and Supervisors” California Special Districts Association, Annual Conference (August 2021)

Honors & Awards

The Daily Journal, Top Labor & Employment Attorney (2022-2024) Bloomberg BNA Award for Excellence in the Study of Labor and Employment

Professional Affiliations

The Bar Association of San Francisco, Member

Marin County Women Lawyers’ Association, Member

Judicial Clerkships

California Supreme Court Justice Joyce Kennard

Education

J.D., magna cum laude University of San Francisco School of Law (2009)

B.S., magna cum laude Santa Clara University (2006)

Admissions and Courts

California

U.S. Court of Appeals for the Ninth Circuit

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

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

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

U.S. Supreme Court