



## Jennifer M. Lynch

### PARTNER

San Francisco

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### RELATED SERVICES

- Employment
- Labor

### OFFICES

- San Francisco

### OVERVIEW

Jennifer Lynch is a Partner in the Employment Law practice group. Jennifer represents both public and private entities in employment matters and focuses her practice on defending employers against discrimination, retaliation and harassment claims. Jennifer also has extensive experience litigating cases involving wage and hour laws, constitutional claims, Title IX, family medical leave laws, the California Tort Claims Act, negligence, and premises liability.

Jennifer has enjoyed a successful law and motion practice and has obtained summary judgment in numerous employment cases on behalf of employers. She also has proven appellate experience, having briefed and argued cases before the California Courts of Appeal and drafted a petition for review to the Supreme Court of California.

Prior to joining GRSM, she served as a Research Fellow for UC Hastings in their Legal Writing department. Before beginning her career in law, Jennifer worked in IT recruiting and consulting in Boston, Massachusetts and as an editor for a small magazine.

## REPRESENTATIVE EXPERIENCE

- Obtained summary judgment on behalf of a medical group in a race discrimination and retaliation case. Successfully briefed case on appeal and decision was upheld.
- Obtained summary judgment on behalf of a prominent Bay Area research facility in an age discrimination case, which was affirmed on appeal.
- Obtained summary judgment on behalf of a national grocery store chain in a negligence and premises liability case, which was affirmed on appeal.
- Obtained summary adjudication on behalf of a local hotel in a wage and hour and wrongful termination case.
- Obtained complete dismissal of a race and disability discrimination case against a Bay Area university on a motion to dismiss in United States District Court.
- Obtained complete dismissal of an intentional interference case against an individual defendant on demurrer.
- Obtained dismissal of individual defendants in a Section 1983 case in a U.S. district court.
- Obtained dismissal of a writ of mandate filed by a former employee of a local university seeking reinstatement following his termination for sexual harassment.
- Prevailed in a labor arbitration upholding the grievant's termination for violation of hospital policy.
- Prevailed at a DLSE hearing filed by a former construction foreman claiming misclassification and seeking overtime wages.
- Prevailed at a DLSE hearing filed by a former hairdresser claiming unpaid wages, waiting time penalties, and liquidated damages.
- Prevailed at a DLSE hearing filed by a food server at a local bakery claiming unpaid gratuities and waiting time penalties.
- Argued appeal of summary judgment motion in the California Court of Appeal, Second Appellate District.
- Drafted petition for review to the Supreme Court of California.

## PRESENTATIONS

- Best Practices for Disciplining Employees in the Current Litigation-Forward Environment, GRSM Legal Education Conference, San Francisco, CA, September 2024

## CREDENTIALS

### Admissions

- California
- U.S. District Court, Northern District of California
- U.S. Court of Appeals, Ninth Circuit

**Education**

- J.D., *cum laude*, University of California, Hastings College of the Law, 2010
  - CALI and Witkin Awards, Appellate Advocacy and Land Use
  - Best Brief and Best Oral Advocate Award Winner, Appellate Advocacy
  - Moot Court Team, National Appellate Advocacy Competition, Regional Champions
  - Jerome Prince Evidence Moot Court Competition, National Octofinalists and Best Brief Award
  - National Moot Court Competition, Regional Champions, Student Coach
  - Moot Court and Appellate Advocacy, Teaching Assistant
- B.A., Law and Society, *magna cum laude*, University of California, Santa Barbara, 2004
  - Isabelle Price Scholarship award