

**MESSING
ADAM &
JASMINE****JASON H JASMINE**

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Before starting Messing Adam & Jasmine LLP with his partners Gary Messing and Gregg Adam, Jason was a partner with Carroll, Burdick & McDonough LLP in the Public Sector Law Group. Jason's practice focuses primarily on representing employees and employee associations regarding a wide range of labor and employment issues, including internal and other administrative investigations, disciplinary and termination proceedings, grievances, arbitrations, civil litigation and appellate work, collective bargaining, and actions before the California State Personnel Board, the California Public Employment Relations Board, and the National Labor Relations Board. He serves as the Chief Negotiator for a number of public sector employee associations.

He has prepared briefs and argued labor and employment matters on behalf of clients to numerous courts, including the California Supreme Court, and various California Courts of Appeal, and also has extensive experience advising and successfully litigating matters involving the California Public Records Act.

He is an Adjunct Professor at the University of California, Davis School of Law, where he teaches a Lawyering Skills Lab, which includes instruction in topics such as Negotiations and Client Counseling.

Jason believes that the best results can often be obtained without expensive litigation, and has successfully resolved numerous labor disputes and disciplinary matters, construction defect and commercial litigation cases, and insurance bad faith actions through mediation and arbitration.

He also has been active as an arbitrator in the mandatory fee arbitration programs of both the Sacramento County Bar and State Bar of California and has arbitrated dozens of disputes both as a sole arbitrator and as a chair or member of arbitration panels.

In his spare time, when he can find it, Jason enjoys hanging out with his wife and young daughter, the family's Vizsla, and friends.

EDUCATION

University of California, Davis School of Law, J.D. 2001

University of California, Davis, B.A., Political Science 1998

AFFILIATIONS & MEMBERSHIPS

Sacramento County Bar Association (Former Secretary-Treasurer, Former Member of the Board of Directors, Founding Chair of the SCBA Mentorship Task Force, Member and Past Chair of the Labor and Employment Section)

State Bar of California

PROFESSIONAL DISTINCTIONS

Named "Best of the Bar" by peers and the *Sacramento Business Journal* in 2019

Named among "Top Employment and Labor Lawyers" by *Sacramento Magazine* in 2023

Named as a Rising Star in Northern California by *Super Lawyers* (2010-2015) and as a Super Lawyer (2016-2023)

Named by Lawdragon as one of the 500 Leading Plaintiff Employment Lawyers (2020) and one of the 500 Leading Plaintiff Employment & Civil Rights Lawyers (2021-2023) in the United States

PRESENTATIONS

Co-presenter, "Bargaining Perspectives From a Union and Management Expert: What You Need To Know!," National Public Employers Labor Relations Association (NPELRA) 2017 Annual Training Conference, Long Beach, California, California Public Employers Labor Relations Association (CALPELRA) 2015 Annual Training Conference, Monterey, California, and CALPELRA 2014 Annual Training Conference, Monterey, California

Presenter, "What Advocates Need to Know About the Arbitrator's Code of Ethics," Labor and Employment Relations Association of Northern California (August 2013)

Presenter, "Public Employment 101: Introduction to Public Employment Law Issues," 2013 State Bar of California Labor & Employment Law Section Annual Conference (May 2013)

Presenter, "What's New at PERB?," Public Employment Relations Board for the 2012 State Bar of California Labor & Employment Law Section Annual Conference (May 2012)

Presenter, State Personnel Board disciplinary appeal process seminar, California Public Employee Relations (CPER) (November 2011)

Presenter, "Labor Law for Employment Lawyers," State Bar of California Labor & Employment Law Section Webinar (June 2011)

PUBLICATIONS

Co-author with Gary M. Messing, "CAL FIRE Local 2881 Win Confirms Once Again that Its Firefighters Own Their Shifts," *The CAL FIRE Local 2881 Fire Front* (Winter 2021)

Co-author "Legal Watch: What You Need to Know About Workers' Compensation Presumptions including COVID-19," *The CAL FIRE Local 2881 Fire Front* (Summer 2020)

"Think Twice Before Using Body-Worn Cameras," *The CAL FIRE Local 2881 Fire Front* (Spring 2020)

"Officer Removed from Brady List," *PORAC Law Enforcement News* (April 2017)

Co-author with Gary M. Messing, "Victory for Public Employees in Orange County Retirement Case," *PORAC Law Enforcement News* (June 2011)

Co-author with Brian Parino, "Broken Molding Leads to Termination, Civil Service Commission Overturns All Charges," *PORAC Law Enforcement News* (June 2010)

Co-author with Gary M. Messing, "High Court decides *Spielbauer* (Reaffirms 40 years of precedent regarding internal investigations)," *PORAC Law Enforcement News* (March 2009)

"Reluctance to use lethal force," *PORAC Law Enforcement News* (September 2008)

Co-author with Gary M. Messing, "Will court stop loss of rights (LDF supports a Petition for Review of *Pitchess* Motion case)," *PORAC Law Enforcement News* (August 2008)

Co-author with Gary M. Messing, "Examining the case of the suspended suspension," *PORAC Law Enforcement News* (June 2007)

Contributing author to *The Labor Beat*, Messing Adam & Jasmine's periodic publication and alerts highlighting topics germane to public sector labor employees

Previously a contributing author, *Sacramento Lawyer*, the Sacramento County Bar Association magazine, and *Laboris Legis*, the former newsletter of the Sacramento County Bar Association, Labor & Employment Section