



David D. Blaine, Esq., SPHR

PARTNER

dblaine@kdghrsolutions.com

Employment Counseling & Litigation for Management

David Blaine combines legal expertise with practical human resources experience. As an employment lawyer, he has counseled hundreds of employers on legal compliance issues, and litigated a broad array of employment cases involving discrimination, wrongful termination, wage and hour, breach of contract and harassment. Prior to his legal career he worked for a major bank as a manager and corporate trainer. David focuses on risk management and finding creative, business-based solutions to complex employment issues.

Education:

Bachelor of Arts,
California Polytechnic State University, 1991

Juris Doctor, Magna Cum Laude, 1997,
University of San Francisco School of Law

Admitted to State Bar 1998

Professional Experience:

- Wells Fargo Bank, 1988–1997
HR Generalist, Branch Manager, Corporate Trainer
- Klein, DeNatale, Goldner, Cooper, Rosenlieb & Kimball, LLP,
1998–2001
- Perkins Coie, LLP, 2001–2002
- Klein, DeNatale, Goldner, Cooper, Rosenlieb & Kimball, LLP,
2002–present

Practice Focus:

- Discrimination and Harassment
- Employee Handbooks
- Employment Counseling
- Managing Leaves of Absence
- Policy Development
- Wage and Hour
- Workforce Downsizing/
Termination Issues
- Workplace Investigations
- Wrongful Termination

Professional/Community Activities

- Kern County Bar Association, 1998–present
- Christmas in April, San Francisco, Inc., 1996–1998
- Mock Trial Coach, Kern County, 1998–2001
- Bakersfield Museum of Art, 1998–present
- “Employee Discharge and Documentation in California,”
Lorman Education Services, December 2000
- “Leaves of Absence in California,”
Lorman Education Services, April 2001
- “HR Compliance in California,”
Lorman Education Services, July 2002
- “Payroll Basics in California,”
Lorman Education Services, September 2002
- “Internal Investigations of Employment Issues in California,”
Lorman Education Services, December 2002
- SHRM, Kern County Chapter, 2002–present



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