



## Jacalyn (Jackie) Chinander

### Special Counsel

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#### Services

- ◆ Commercial Litigation
- ◆ Employment

#### State Bar Admissions

- ◆ Minnesota, 2007

#### Federal Court Admissions

- ◆ United States District Court, District of Minnesota, 2008
- ◆ United States District Court, District of North Dakota, 2013

### Overview

Jacalyn focuses her practice on employment and commercial litigation and advising. She works with businesses and non-profit organizations of all sizes to find sensible solutions to legal challenges. She defends employers in federal and state court; before local, state, and federal agencies; and in individual, collective, and class actions.

Jacalyn is experienced at efficiently resolving employment-related claims, including allegations of sexual harassment, discrimination, retaliation, family and medical leave requests, and other statutory and common law employment claims. She is also experienced at defending actions involving claims of director and officer liability, breach of fiduciary duties, shareholder disputes, derivative actions, and disputes over non-compete agreements and trade secrets.

Jacalyn provides practical and proactive advice on:

- ◆ Workplace policies, handbooks, and training;
- ◆ Statutory compliance;
- ◆ Responding to requests for religious or disability-related accommodations;
- ◆ Managing requests for medical and family leaves of absences; and
- ◆ Employee discipline and discharge decisions.

Jacalyn is a 2007 graduate of the University of Minnesota Law School. During law school, she worked as a law clerk for the civil division of the Hennepin County Attorney's Office, was a member of the University of Minnesota Law School's Environmental Law Moot Court, and a student attorney for the Workers' Rights legal clinic where she advised and represented individuals with employment-related issues.

### Education

- ◆ University of Minnesota Law School, J.D., 2007
- ◆ University of Minnesota, B.A., 1999

## Experience

### Representative Experience

- ◆ Obtained a jury verdict for the defendant car dealership in a quid pro quo sexual harassment claim asserted under the Minnesota Human Rights Act.
- ◆ Awarded summary judgment dismissing claims against a construction company that alleged sex discrimination and sexual orientation discrimination in violation of the Minnesota Human Rights Act and retaliation under the Minnesota Worker's Compensation Act.
- ◆ Successfully defended breach of fiduciary duties claims against members of the board of directors of a home owners association brought derivatively by a group of home owners, while also obtaining a judgment against the principal plaintiff for defamation and securing an award for attorney fees.
- ◆ Currently representing a joint labor and management apprentice training program in a class action involving claims that its entrance examination had a disparate impact based on race and national origin.
- ◆ Achieved summary judgment for a manufacturing firm in a case asserting claims of disability discrimination and retaliation arising out of a reduction in force.
- ◆ Achieved early settlement for a manufacturing firm facing a potential action involving multiple claims of age discrimination arising out of a reduction in force.
- ◆ Obtained jury verdict and judgment against a title and escrow agency for its negligence in connection with the closing of a mortgage loan in a subrogation action to recover damages sustained by the lender.

### Professional Affiliations

- ◆ Federal Bar Association
- ◆ Minnesota State Bar Association
  - ◇ Labor & Employment Law Section
- ◆ Hennepin County Bar Association
- ◆ Minnesota Defense Lawyers Association (MDLA)
- ◆ Minnesota Women Lawyers

## Notable

### Accolades

- ◆ Selected for inclusion in the Minnesota Rising Stars list, Thomson Reuters, (Only 2.5 percent of the Minnesota attorneys are given this honor), 2016-2017

### Speaking Engagements & Published Articles

- ◆ Co-author of the chapter, "Employer Testing of Knowledge, Skills, Ability, and Other Characteristics," in the Hiring Handbook 2nd Edition, published by Minnesota Continuing Legal Education (May 2019)

- ◆ Author, "When an Employment Negotiation Breaks Down Over a Maternity Leave Request, the Search for What Actually Motivated the Employer Gets Complicated" Minnesota Defense, Summer 2017
- ◆ Co-author of the chapter on pre-employment testing and disparate impact claims of discrimination in the Minnesota CLE publication: "Job Applicant Screening: A Practice Guide," 1st Edition
- ◆ Presented at the Minnesota CLE Seminar "Job Applicant Screening," December 5, 2014, on the topic of employer testing of knowledge, skills, ability, and other characteristics
- ◆ Addressing Mental Health Disabilities in the Workplace, presenter, Society for Human Resource Management (SHRM), 2013 State Conference, October 2013
- ◆ Director and Officer Liability in Mergers & Acquisitions, presenter, 2013 Meagher & Geer Director & Officer Liability Law Seminar, October 2013
- ◆ Lawyer UP! Building A Successful Partnership with Outside Counsel, presenter, Human Resource Professionals (HRP), 2013 Spring Conference, April 2013
- ◆ "Director and Officer Liability," CLE, author, 2012
- ◆ "Religious and Cultural Conflicts in the Workplace," author, 2011
- ◆ "Employment Law Seminar: Emerging Issues in Employment Law," CLE, author, 2011