Theodore E. Bacon

Partner

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Industries

Manufacturing

Industrials

Practice Areas

Labor & Employment

Bar Memberships

California

Partner-in-Charge of the San Francisco office, Ted helps his clients understand, navigate, and resolve complex employment and business disputes. He advises clients – small businesses, real estate developers, medical laboratories, global financial institutions, and more – on a broad range of issues ranging from counseling on day-to-day matters to handling full-on jury trials.

Ted knows that, for the people he represents, litigation is an unfamiliar and often frightening situation. That's why he maintains open communication with his clients at all times: to clearly explain their options, to frankly articulate the risks they're facing, and to help them overcome apprehension that results from not understanding the problems and the process. His clients have been with him for decades because their relationship is built on trust, skill, and responsiveness.

Ted has successfully helped clients resolve a variety of disputes, including all types of employment and business-related matters, such as wrongful termination claims, discrimination and harassment claims, wage and hour class actions and PAGA (Private Attorneys General Act) claims, trade secrets and unfair competition, fraud and wrongful foreclosure, unfair business practices, breach of contracts, and corporate and partnership disputes. His experience as a seasoned trial lawyer has given him the ability to advise clients on what they need to know and do to minimize the chances of claims and maximize the chances for positive results if suits are filed. He has taken dozens of cases to jury verdict and many more to judgment by court trial and has negotiated hundreds of very favorable settlements for his clients.

Other Info About Theodore

Experience

Representing a donor defrauded by an individual raising funds for a California chapter of the Boy Scouts of America in a breach of contract lawsuit. Ted obtained a plaintiff verdict and eventual judgment of more than $450,000 in favor of his client.

Representing a southern California restaurant against claims of sexual harassment and retaliation. Ted secured after jury trial a defense verdict on the sexual harassment claim, and $25,000 verdict on the retaliation claim where plaintiff sought $1 million in damages.

Representing the owners of a Los Angeles office building against a multi-plaintiff toxic tort claim alleging mold contamination in their building. Ted obtained dismissal of the suit with no amounts paid by his client after three-month jury trial.

Representing a local business facing a seven-figure lawsuit claiming disability and age discrimination. Ted obtained a defense judgment on behalf of his client.

Represented a multi-national financial institution in several trials over a four-year period and obtained defense judgments and verdicts in every case.

Education

McGeorge School of Law, J.D., 1984

Occidental College, A.B., Economics, 1981

Civic Activities

Holy Family Services, Adoptions and Placement of Children, Board of Directors

Grace Episcopal Church, Glendora, Board of Directors and Office

Firm Committees

San Francisco office, Partner-in-Charge

Associate Personnel Committee, Member

Presentations

"Whistleblower Litigation, Plaintiff's Easy Hurdle," Western Growers' Ag Legal Issues Webinar Series, May 4, 2022

Featured Articles

Appeals Court Grants California Employers' Recourse to 'Good Faith Defense' in Wage Statement Disputes

UPDATED California's Ban on Mandatory Employment Arbitration Agreements restored by US Court of Appeals

California Supreme Court Changes the Rules for Calculating Missed Meal Period Premiums and Retroactively Penalizes Employers

New CFRA Leave Requirements: Family Care and Medical Leave Will Soon Apply to Much Smaller California Employers

A Q&A for Employers on New COVID-19 Federal Leave Requirements

Webinar Recap: Coronavirus and California Employers – What You Need to Know Now

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