



BENJAMIN M. EBBINK

Partner

Sacramento / Washington, D.C.

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Service Focus

- AI, Data, and Analytics
- Consumer Privacy Team
- Emergency Planning and Response
- Government Relations
- Pay Equity and Transparency
- Privacy and Cyber
- Workplace Safety

Industry Focus

- PEO
- Staffing
- Tech

OVERVIEW

Benjamin M. Ebbink is a partner in the Sacramento and Washington D.C. offices, Co-Chair of the Government Relations Practice Group and Chair of the Staffing Industry Group.

With over two decades of experience in the intersection between labor and employment law and public policy, he focuses on legislation and regulations enacted

at the federal, state and local levels. Benjamin assists employers with navigating evolving legislative and regulatory landscapes in a variety of areas.

Benjamin is a trusted advisor to the PEO and staffing industries, having worked on nuanced legal and regulatory issues affecting these industries for over two decades. In addition, he handles strategic initiatives aimed to provide top-shelf service to the unique needs of the firm's staffing clients. Benjamin is a frequent speaker on panels and conferences focused on issues that matter to both the PEO and staffing industries.

He is also a member of the firm's Artificial Intelligence Team, where he monitors the rapidly-developing regulation of artificial intelligence at the federal, state and local level.

For nearly 15 years, Benjamin served as Chief Consultant to the California Assembly Committee on Labor and Employment where he was the primary policy advisor on labor and employment matters for the California State Assembly. He played a key role in virtually every major labor and employment issue to come before the Legislature during his tenure, and personally drafted hundreds of legislative proposals. During his service in the Legislature, Benjamin earned a reputation for his integrity, his ability to work with diverse stakeholders on all sides, and his skill as a problem-solver.

His legislative experience and deep connections in the stakeholder community allow him to provide services to clients that have legislative or regulatory issues that benefit from his unparalleled experience and strategic guidance. Benjamin is also a registered legislative advocate and represents clients on labor and employment matters before Congress and legislatures in California and in other states.

Benjamin began his legal career as an associate with a regional law firm focusing on traditional labor law, bankruptcy law and ERISA. He received his J.D. in 2000 and his B.A. in 1997 from the University of California, Davis. He lives in Roseville, California with his wife and eight children.

Credentials

Education

- University of California at Davis School of Law, J.D., 2000
- University of California, Davis, B.A., 1997

Bar Admissions

- California
 - District of Columbia
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Recognitions

- Recognized in *The Best Lawyers in America* (2025-2026)
 - Recognized as a 2018 Top Labor and Employment Lawyer by *Daily Journal*
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Affiliations

Professional Activities

- Member, Sacramento County Bar Association, Labor and Employment Section
- Executive Committee Member, Sacramento County Bar Association, Labor and Employment Section (2017-2020)
- Member, State Government Affairs Committee, National Association of Professional Employer Organizations (NAPEO)
- Member, Sacramento Metropolitan Chamber of Commerce

INSIGHTS

Event

Mar 13, 2026

California Legislative Preview 2026

Event

Mar 10, 2026

2026 Pay Equity & Transparency Virtual Summit: What Employers Need to Know to Stay Ahead of Reporting and Litigation Trends

Event

Mar 6, 2026

FP Policy Pulse

News

Feb 24, 2026

Partner Outlines Compliance Lessons from EEOC Staffing Lawsuit

Event

Tuesday, February 17, 2026 - Thursday, February 19, 2026

FP PeopleLaw 2026

Insights

Feb 3, 2026

California Bills Would Require Human Review of AI Firings and 90-Day Notice for AI Layoffs