



David G. Jones

Shareholder

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Practice Group

[Employment \(Defense\) Business & Civil Litigation](#)

Biography

David G. Jones is a Shareholder in our Employment Practice Group. Exclusively defending California employers, Mr. Jones represents management in connection with counseling, claim prevention and employment litigation. He prides himself on his creative problem solving and flexible approach in advising clients. Always willing to customize his approach to the unique needs of each client, Mr. Jones has established long standing relationships with a broad client base.

Mr. Jones' employment litigation experience includes successfully handling individual and class action claims involving wage and hour, harassment, discrimination, wrongful termination, and retaliation, among other claims. With a varied litigation background which includes significant experience in a wide array of civil litigation matters and appellate advocacy before state and federal courts, he is well suited to handle complex litigation matters.

He regularly defends employers in connection with governmental investigations relating to wage and hour and various other employment related compliance inquiries – including investigations before the U.S. Equal Employment Opportunity Commission, U.S. Department of Labor, the California Labor Commissioner, California Department of Fair Employment and Housing, and the California Employment Development Department.

Mr. Jones regularly represents business owners in a multitude of fields, including:

- Entertainment Industry

- Restaurants/Food Service
- Janitorial/Maintenance
- Personal Care/Caregiving
- Real Estate/Property Management
- Equine/Horse Racing
- Professional Services (Law/Accounting/Insurance)
- Physicians/Medical Industry

Formerly representing plaintiffs as part of his practice, Mr. Jones brings unique insight to our business client matters which enables him to better serve employers. He understands the opponent in a manner reserved for those who have stood in their shoes. The unique ability to analyze the strategy and mindset of plaintiff's counsel allows Mr. Jones to persuade even the most aggressive opponent.

His varied litigation background includes appellate cases which he successfully argued before California Supreme Court and the Ninth Circuit Court of Appeals.

Mr. Jones provides counsel for employers to reduce risk of claims made by their employees and governing agencies overseeing employment matters, particularly in:

- Classification of Employees
- Wage and Hour/Meal and Rest Breaks
- Employment Agreements
- Employee Discipline
- Employee Termination

Very active in the community, Mr. Jones serves on the Board of Directors for the Mediation Center of Los Angeles, facilitating a mediation program approved by the Los Angeles County Courts. He previously served as Settlement Officer for the Los Angeles Superior Court's *Voluntary Settlement Conference Program*, as a panel Arbitrator for a national mediation and arbitration service, Chair of the San Fernando Valley Bar Association's (SFVBA) *Attorney Referral Service Committee*, Trustee for the SFVBA, and President for the 2020-21 term.

Mr. Jones was an Adjunct Professor of Law at Whittier Law School teaching employment law, a Board Representative for the *Valley Community Legal Foundation*, and Trustee and Vice President to the Whittier Law School Alumni Association. He acted as Attorney Advisor for West Ranch High School's Mock Trial Team – whose student participants advanced to the semi-finals in the

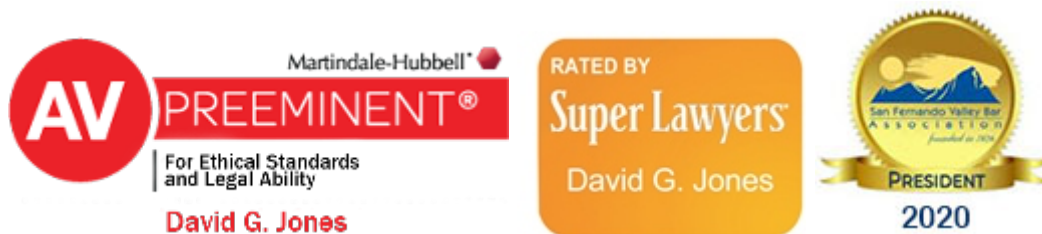
Constitutional Rights Foundation Los Angeles County Mock Trial Competition, the best finish in school history.

In addition to his legal efforts for the community, he serves on the Board of Directors for MEND (Meet Each Need with Dignity) which offers support to the most vulnerable members of our community, and is one of the most comprehensive poverty relief agencies in Los Angeles County. Finally, Mr. Jones serves on the Board of a prominent animal rescue, Marley's Mutts, which helps to facilitate the humane rescue of animals in need in the community.

Lauded by his peers for his work in employment litigation, Mr. Jones earned an *AV Preeminent* rating by Martindale Hubbell, the highest rating awarded for legal ability and ethical standards. Mr. Jones is also recognized on the list of *Southern California Super Lawyer* by *Super Lawyers Magazine*, which bases their awards system on peer recognition and professional achievement.

He earned his Bachelor of Arts degree in Political Science from Loyola Marymount in 1991. While at Whittier Law School, he acted as Student Bar Association President, while also working as a Notes and Comments Editor on the *Whittier Law Review*. He earned *American Jurisprudence Awards* in Corporations, Constitutional Law and Criminal Law on his way to graduating *cum laude*.

Mr. Jones is admitted to the Ninth Circuit Court of Appeals; as well as the Central, Eastern and Southern District Courts of California.



Noteworthy Legal Activities

Published Opinions:

- *Jeffra v. California State Lottery* (2019) 39 Cal.App.5th 471
- California Supreme Court in *Klein v. United States* (2010) 50 Cal.4th 68
- *Chatard v. Oveross* (2009) 179 Cal.App.4th 1098
- *Crown v. Wal-Mart Stores, Inc.*, 8 Fed.Appx. 776 (9th Cir. 2001)
- *Gavin W. v. YMCA* (2003) 106 Cal.App.4th 662
- *Latona v. Aetna U.S. Healthcare Inc.* (C.D. Cal.1999) 82 F.Supp.2d 1089

Other Activities:

- Whittier Law School Alumni Association, Vice President

- Settlement Officer, Los Angeles Superior Court, Voluntary Settlement Conference (VSC) Panel
- Panel Arbitrator, Labor and Employment, NAM National Arbitration and Mediation

Memberships

Ninth Circuit Court of Appeals U.S. District Court

- Central District of California
- Eastern District of California
- Southern District of California

State Bar of California

- Member, Labor & Employment Law Section

San Fernando Valley Bar Association

- Co-Chair, Labor & Employment Law Section (2017-present)
- Member, Board of Trustees
- Treasurer (2017-18)
- Secretary (2018-19)
- President-Elect (2019-20)
- President (2020-21)

Provisors, Woodland Hills II (2012-present)

MEND, Board of Directors

Marley's Mutts, Board of Directors

Publications & Speaking

Publications:

- Quoted, *Supreme Court Limits PAGA*, *San Fernando Valley Business Journal*, June 2022
- Co-Author, *The Rule of Law: No One is Above It*, *Valley Lawyer*, a publication of the San Fernando Valley Bar Association, November 2021
- Quoted, *Closed Courts, Stay-at-Home Impact Attorneys*, *San Fernando Valley Business Journal*, March 1, 2021
- Featured, *Attorney Group Seeks to Become Leaner, Community-Driven, Post Pandemic: New Bar President Talks Future of Association*, *San Fernando Valley Business Journal*, October 12, 2020
- Featured, *San Fernando Valley Bar President Aims to Promote Community*, *The Los Angeles*

Daily Journal September, 2020

- Featured, *Bar Association Elects David Jones President, San Fernando Valley Business Journal*, September, 2020
- Featured, *First Out the Gate: Meet SFVBA President David G. Jones, Valley Lawyer*, a publication of the San Fernando Valley Bar Association, October, 2020
- Quoted, *Attorney Overdrive: Employment Lawyers Put in 14-Hour Days to Keep Up With Client Questions, Changing Rules, San Fernando Valley Business Journal*, May 25, 2020
- Author, *Employee vs. Independent Contractor: A Distinction with Huge Differences, GPSolo eReport*, a publication of the American Bar Association
- Author, *The Buck Stops Here: What You Owe Your Employees, Valley Lawyer*, a publication of the San Fernando Valley Bar Association, MCLE Test No. 136
- Quoted, *Adaptable: US Magistrate Judge Susan van Keulen Listens to Attorney Input on Case Management, Los Angeles Daily Journal*, October 16, 2019
- Quoted, *Building New Bridges of Communication: From Both Ends, Valley Lawyer*, a publication of the San Fernando Valley Bar Association, October, 2019
- Author, *Biblia Latina: Life Lessons from Latin Legalese and Phrases, Valley Lawyer*, a publication of the San Fernando Valley Bar Association, March, 2019
- Author, *Employee Privacy in the Workplace, Valley Lawyer*, a publication of the San Fernando Valley Bar Association, February, 2017
- Co-Author, *Employment Claims: Compelling Non-Signatories to Arbitrate, Valley Lawyer*, a publication of the San Fernando Valley Bar Association, June, 2017
- Quoted, *Roundtable: Splitting the Bar, Valley Lawyer*, a publication of the San Fernando Valley Bar Association, February, 2017
- Author, *Sexual Harassment and Confidentiality Agreements, Valley Lawyer*, a publication of the San Fernando Valley Bar Association, February, 2018
- Quoted- *Despite Snooping, Broadcom Must Deal with Retaliation Claim, Los Angeles Daily Journal*, September 26, 2015
- Quoted- *Director of Human Trafficking's Not Today Wins Compensation Fraud Claim Motions, OC Weekly*, July 29, 2013
- Quoted- *Dangers Posed By Park Employees, San Francisco Chronicle/SFGate.com*, August 15, 2010
- Quoted- *Creative Negotiations, Los Angeles Daily Journal*, October 30, 2010

- Featured Panelist, *Verdicts and Settlements* Issue Article regarding Arbitration entitled “Taking Shape,” *Los Angeles Daily Journal*, April 19, 2002
- Author, *Weiss v. United States: Military Judges and Appointment By Indirection*, 16 *Whittier Law Review* 575 (1995)

Speaking:

- Presenter, *COVID-19: Current and Future HR Challenges*, Woodland Hills Tax & Estate Planning Council, March 2021
- Co-Presenter, *California Employment Law Update - 2021*, San Fernando Valley Bar Association, December 2020
- Presenter, *Overview: New Labor and Employment Laws*, VICA Labor and Employment Committee, November, 2020
- Presenter, *COVID-19 Considerations When Bringing Employees Back to Work*, San Fernando Valley Bar Association, May 2020
- Employment Law Panel Presenter, *Zooming Through the Pandemic: A panel discussion on the CARES Act—Taxes, Employment Issues and the Economic Results of the Stimulus Packages*, Woodland Hills Tax & Estate Planning Council, May, 2020
- Presenter, *Legal Challenges for Employees Working Remotely*, San Fernando Valley Bar Association, April 2020
- Presenter, *Coronavirus (COVID-19): Issues Impacting Your Workforce*, San Fernando Valley Bar Association, March 2020
- Co-Presenter, *Eliminating Harassment, Discrimination & Bias in the Workplace*, San Fernando Valley Bar Association's annual *MCLE Marathon*, January 2020
- Presenter, *Recent Changes in California Law/Legality of Workplace Recordings*, Provisors, 2017
- Presenter, *Recent Developments in Employment Law*, Provisors Human Capital, 2016
- Presenter, *California Sick Leave Law*, Provisors, 2016
- Presenter, *Recent Developments in Employment Law*, Provisors, 2013
- Presenter, *The Do's And Don'ts of Employee Handbooks for Law Firms*, San Fernando Valley Bar, 2002

Awards

- **5.0 AV Preeminent**, *Martindale Hubbell*
- **Southern California Super Lawyer**, *Super Lawyers Magazine*

- **Trusted Advisors Nominee**, *San Fernando Valley Business Journal* 2015

Education

Whittier Law School, Los Angeles, CA, *Juris Doctor, cum laude*, 1996

- *Whittier Law Review*, Note & Comment Editor
- President, Whittier Law School Student Bar Association
- *American Jurisprudence Awards*: Corporations, Constitutional Law, Criminal Law

Loyola Marymount University, Los Angeles, California, *Bachelor of Arts*, Political Science