

W. Jonathan Martin, II

PARTNER

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Jonathan focuses his practice in employment discrimination litigation for management, defending corporations in lawsuits arising under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act (ADEA), and the American's with Disabilities Act (ADA), as well as related state laws. Mr. Martin also represents management in traditional labor law issues under the National Labor Relations Act (NLRA) and in wage & hour issues under the Fair Labor Standards Act (FLSA).

Prior to being in private practice, Jonathan, who is also a Reserve Air Force officer, served as a military lawyer in the Air Force Judge Advocate General's Department. While in the Air Force, Jonathan held an appointment as a Special Assistant United States Attorney, representing the United States in United States Magistrate Court for the Middle District of Georgia.

The former chairman of the State Bar of Georgia's Employers' Duties & Problems Committee, and a current Chair-Elect of the Executive Committee of the Georgia Department of Labor's Georgia Employer Committee, Jonathan conducts extensive management training on labor and employment law subjects for corporations and government agencies throughout the South. He is the former Chairman of the Board of Directors for Goodwill Industries of Middle Georgia & the CSRA, former President of the Board of Directors for Leadership Macon, and the former Chairman of the Council on Alcohol and Drugs, the Georgia Chamber of Commerce affiliate that oversees Georgia's "Drugs Don't Work" program.

Honors & Recognitions

- BTI Client Service All-Star (2013)
- Georgia Trend's 40 Under 40
- Martindale-Hubbell AV Preeminent®
- Rising Star, Georgia Super Lawyers® (2006)

Macon

577 Mulberry Street
Suite 710
Macon, Georgia 31201-8588

Practices

Class/Collective Actions

Data Privacy, Cyber Security &
Information Governance

e-Law

Employment Litigation
Prevention & Defense

Labor Relations

Practice Emphasis

Management training

Labor relations counseling

Union avoidance

Union campaigns

NLRB litigation

Employment Litigation

Protective Covenants

Wage & Hour Issues

Class Action Litigation

Industries

Health Care

Manufacturing

Transportation, Airline &
Automotive

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Professional & Civic Associations

- State Bar of Georgia, Young Lawyers Division, Board of Directors (2005-2006)
 - Employer's Duties & Problems Committee Chairman (2000-2001)
- State Bar of Georgia, Labor and Employment Law Section
- Georgia Department of Labor's Employer Committee, Statewide Chairman of the Board of Directors (2008-2010)
 - Board Chair-Elect (2007-2008)
 - Legislative Aide (2003-2007)
- Georgia SHRM State Council, District Director (2007-2008)
- State of Georgia's Unemployment Insurance, Advisory Board (2008-2010)
- Augusta Area SHRM, Executive Board Legislative Chair (2002; 2006)
- Macon-Bibb County Work Force Investment Board, Vice-Chairman (2002-2003)
- Human Resources Committee, Congressman Lynn Westmoreland (R)(8th District, Georgia), Advisor (2005-2006)
- Council on Alcohol & Drugs, Chairman of the Board of Directors (2006-2010)
- Goodwill Industries, Business Advisory Council Chairman (2000-2004)
- Goodwill Industries of Middle Georgia & the CSRA, Board Chair (2005)
 - Board of Directors (2000-2006)
- Hay House (Georgia Historic Trust), Board of Advisors (2004-2008)
 - Board of Directors (2000-2004)
- Leadership Macon (Greater Macon Chamber of Commerce), Board Chair (2006)
 - Board of Directors (2000-2006)
- Vineville United Methodist Church, Staff-Parish Committee (2013-present)
 - Nominations Committee (2004-2007)
 - Administrative Board Member (1997-2001)
- Youth Leadership Bibb County, President (1999-2000)

Client Presentations & Firm Publications

- Webinar: 7 Drug-Testing Litigation Landmines for Public Employers, and How to Avoid Them, 8.25.15
- Webinar: The Labor Board's New Rules For Quickie Elections And Employee E-mail Use - The Challenge For Management!, 1.8.15

Education

Mercer University School of Law

- J.D., *magna cum laude*, 1994

University of Georgia

- B.B.A., *cum laude*, 1991

Bar & Court Admissions

Georgia, 1994
Georgia Supreme Court
Georgia Superior Courts
U.S. Court of Appeals for the Eleventh Circuit
U.S. Court of Military Appeals
Air Force Court of Criminal Appeals
Georgia Court of Appeals
U.S. District Court for the Middle District of Georgia
U.S. District Court for the Northern District of Georgia
U.S. District Court for the Southern District of Georgia

Languages

German

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- Patient Concerns Make Social Media Even Trickier for Healthcare Employers, 9.12.12
- Have You Taken Your Hospital's Pulse Today?, 10.9.10
- Better Get Ready For EFCA, 11.5.08
- NLRB Clarifies When an Employee Is a "Supervisor", 10.4.06
- Winter/Spring 2002

Speaking Engagements & Industry Publications

- "The United States of Trump: What Does it Mean for you?," presented to the Thomson-McDuffie Chamber of Commerce Employer Committee, May 2017
- "Investing in your Human Capital, and Protecting your Employees - Some Rules To Live By," presented to Automotive Supplier Leadership Academy, May 2017
- "Human Resources Law Update," presented at the Service Providers Association for Developmental Disabilities Annual Conference, May 2017
- "The Biggest Mistakes I've Seen During My Career!," presented at SHRM Middle Georgia's Spring Workshop, May 2017
- "Labor Law Update," presented at Employers in the Know Summit, May 2017
- "Today's Cultural Influences and the Law of Harassment: Managing Like J.P. Morgan in a Lil' Wayne World," presented at SHRM Atlanta's Annual HR Conference, March 2017
- "Annual Survey of Georgia Employment Law" (Co-Author), *Mercer Law Review*
- *The Developing Labor Law: The Board, the Courts, and the National Labor Relations Act*, Chapter 19 (Chapter Editor)