



(He/Him)

Principal, Orange County

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Jonathan A. Siegel is a principal in the Orange County, California, office of Jackson Lewis P.C. He practices before the Equal Employment Opportunity Commission, National Labor Relations Board, state and federal agencies and courts.

Jonathan also provides advice and counsel regarding labor and employment law with respect to various issues including wage and hour law, reduction in force, WARN Act, corporate restructuring, layoffs, discipline, leave management, harassment and discrimination issues. Jonathan defends employers regarding different varieties of wrongful termination and discrimination claims.

Jonathan has represented management in union organizing drives and regularly defends employers in unfair labor practice proceedings as well as in collective bargaining and arbitrations.

Jonathan has significant experience defending employers against audits by state and federal agencies. He also has extensive experience conducting wage and hour preventive audits. He conducts single location and multi-location audits for employers. The scope of such audits can range from examining specific issues, i.e., exempt status under federal law and California, to comprehensive FLSA and California Labor Code audits. Jonathan has conducted audits for a wide range of industries including, but not limited to manufacturing, retail, transportation, various service industries, defense contractors and healthcare.

Jonathan regularly speaks on a variety of topics including wage and hour, harassment/discrimination, national and California employment trends, Workers' Compensation, EEO, managing leaves of absence under FMLA and state leave laws, managing under a union contract and union avoidance. He has moderated numerous programs and is featured as a keynote speaker for several different organizations.

Honors and Recognitions

- *The Best Lawyers in America*®, "Labor Law – Management" (2020–present) and "Litigation – Labor and Employment" (2019–present)
- Labor Relations Institute, Top 100 Labor Attorneys in America (2009)
- *Super Lawyers*®, "Rising Stars" (2009–2010)

Pro Bono and Community Involvement

- Crystal Cove Alliance, Former Board of Directors Member (2012–April 2016)

Published Works

- "Are Arbitration Agreements Still Viable for Employers in California," *Orange County Business Journal* (November, 2019) [Author]

Practices

- Advice and Counsel
- Background Checks
- COVID-19
- Disability, Leave and Health Management
- Distribution and Warehousing
- Healthcare
- Hospitality
- Hotels
- Labor Relations
- Reductions-in-Force/WARN Act
- Restaurants
- Restrictive Covenants, Trade Secrets and Unfair Competition
- Retail
- Wage and Hour
- Workplace Training
- Staffing and Independent Workforce

Education

- Hofstra University Maurice A. Deane School of Law, J.D. 1996
- University of Vermont, B.A. 1992

Admitted to Practice

- U.S. Court of Appeals, DC Circuit 2012
- California - C.D. Cal. 1997
- California - S.D. Cal. 2016
- California 1997

Speeches

- “Labor Hot Topics in Healthcare – What you Need to Know” (Webinar, October 2023)
- “California Heat Wave – The 2024 Workplace Challenges Every California Employer Should Address,” SHRM National Annual Conference & Convention (Las Vegas, Nevada June 2023)
- “Wage & Hour Bootcamp: Prepare for 2023,” APMA Annual Forum (Monterey, California January 2023)
- “California Tsunami: Be Prepared for 2023 & Beyond By Reviewing New Developments & Trends,” SHRM National Annual Conference & Convention (New Orleans, Louisiana June 2022)
- “Recruitment, Onboarding & Retention in the New World,” APMA Annual Forum (Monterey, California January 2022)
- “California Revolution: The New Developments Which Have Changed the Workplace,” SHRM National Annual Conference & Convention (Las Vegas, Nevada June 2021)
- “California HR: Applying CA Law to Employment Practices,” SHRM (California, November 2019)
- “Managing the Biggest Hurdles for California Employers,” California Human Resource Conference (August 25, 2019) (interviewee)
- “Avoid the California Earthquakes - What Strategic HR Professionals Must Know for California,” SHRM National Annual Conference & Convention (Las Vegas June 2019)
- “California Immersion: An In-Depth Review of California Employment Law,” (4 hour session) SHRM National Annual Conference & Convention (Chicago, Illinois June 2018)
- “Emerging Issues and New Developments in California: What You Need to Know,” SHRM National Annual Conference & Convention (Chicago, Illinois June 2018)
- “California Did What? New Developments and Compliance Issues for 2018,” SHRM National Annual Conference & Convention (New Orleans, LA June 2017)
- “Don’t Get Burned by the California Sun – Learn The New California Developments and Trends for 2017,” SHRM National Annual Conference & Convention (Washington D.C. June 2016)