

# CONSTANGY

BROOKS & SMITH, LLP

The Employers' Law Firm, Since 1946



## W. Jonathan Martin, II

Partner

*"Hell, there are no rules here - we're trying to accomplish something."*

*-- Thomas Alva Edison*

### Macon

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### Practice Areas

- » [Class Action Litigation](#)
- » [Labor Relations](#)
- » [Litigation; Employment Litigation Prevention and Defense](#)
- » [Workers' Compensation Defense](#)

### Practice Emphasis

- Management training
- Labor relations counseling
- Union avoidance
- Union campaigns
- NLRB litigation
- Employment Litigation
- Protective Covenants
- Wage & Hour Issues

### Bar & Court Admissions

- Georgia, 1994
- Georgia Superior Courts, 1994
- Georgia Court of Appeals, 1998
- Georgia Supreme Court, 1998
- Middle District of Georgia, 1994
- Northern District of Georgia, 1998
- Southern District of Georgia, 2000
- Eleventh Circuit Court of Appeals, 1998
- Court of Military Appeals, 1994
- Air Force Court of Criminal Appeals, 1994

Jonathan Martin focuses his practice in employment discrimination litigation for management, defending corporations in law suits 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, Mr. Martin, 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, Mr. Martin 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's of Labor's Georgia Employer Committee, Mr. Martin 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 present Chairman of the Council on Alcohol and Drugs, the Georgia Chamber of Commerce affiliate that oversees Georgia's "Drugs Don't Walk" program.

### Publications/Presentations

- Contributing co-author to the Mercer Law Review publishing an annual article on Labor & Employment Law for the Annual Survey of Georgia Law
- Chapter editor to the American Bar Associations' definitive treatise on labor relations, THE DEVELOPING LABOR LAW

[Additional Publications by W. Jonathan Martin, II »](#)

### Awards & Recognition

- *Georgia Trend's* 40 Under 40
- Superlawyers Magazine - Georgia Rising Star

## Education

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Mercer University School of Law, Macon, GA

- J.D., magna cum laude, 1994

University of Georgia, Athens, GA

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

## Seminars & Presentations

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- » [He Said What About the Company on Facebook?](#)

## Professional Activities/Associations

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- Georgia Department of Labor's Employer Committee Executive, State-wide Chairman of the Board of Directors (2008-present), Board Chair-Elect (2007-2008), Legislative Aide (2003-2007)
- Augusta Area Society for Human Resource Management (SHRM) Executive Board Legislative Chair (2002; 2006-present), Member (2001-present)
- Macon-Bibb County Work Force Investment Board Vice-Chairman (2002-2003), Member (2000-2003; 2008-present)
- Employer's Duties & Problems Committee, Younger Lawyer's Division, State Bar of Georgia Chairman (2000-2001), Member (2000-present)
- Board of Directors, Younger Lawyer's Division, State Bar of Georgia Member At Large, (2005-2006),
- Labor & Employment Section, State Bar of Georgia Member (2000 - present),
- Human Resources Committee, Congressman Lynn Westmoreland (R)(8th District, Georgia) Advisor (2005-2006)
- Georgia SHRM State Council District Director (2007-present)
- State of Georgia's Unemployment Insurance Advisory Board (2008-present)

## Civic/Charitable Activities/Associations

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- Goodwill Industries of Middle Georgia & the CSRA Board Chair (2005), Board of Directors (2000-2006)
- Goodwill Industries Chairman (2000-2004), Business Advisory Council
- Leadership Macon (Greater Macon Chamber of Commerce) Board Chair (2006), Board of Directors (2000-present)
- Hay House (Georgia Historic Trust) Board of Directors (2000-2004), Board of Advisors (2004-present)
- Youth Leadership Bibb County President (1999-2000), Member (1998-2000)
- Vineville United Methodist Church Administrative Board Member (1997-2001), Nominations Committee (2004-2007), Finance Committee (2007-present)
- Council on Alcohol & Drugs Chairman of the Board of Directors

## Other Personal Background Information and Interests

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- Jonathan and his wife, Beth, have two children, Harrison and Tripp and a Black Lab, Buford.