



## **JONATHAN R. BABIONE**

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### **BIOGRAPHY**

Jonathan R. Babione concentrates his practice on employment, business, and other civil litigation.

### **PROFESSIONAL EXPERIENCE**

Jon practices in a broad range of employment matters, including discrimination, harassment, wrongful termination, and wage and hour claims, in the state and federal courts, as well as the office of the Labor Commissioner. Jon's specialty in the employment arena, primarily includes defending complex class action and Private Attorneys General Act (PAGA) wage and hour claims as well as trade secret claims.

Jon further provides advice, counsel, and training in all aspects of the employment relationship, including drafting non-disclosure/trade secret agreements, employee handbooks, company policies, and severance agreements, as well as providing sexual harassment and anti-bullying training.

Other areas of practice include complex tort litigation, business dispute litigation, and construction defect defense.

Jon has given countless lectures and presentations on legal issues and strategies to employers and companies with respect to best practices with employee issues, as well as compliance with the California Labor Code.

Jon's client base includes domestic care/residential care facility (RCFE) companies, construction, technology (AI) companies, restaurants, medical and dental providers, trucking and moving companies, retail companies, spa and fitness studios, contractors, architects, accountants, attorneys, staffing agencies/companies, and non-profit organizations.

### **PERSONAL**

In his free time, Jon enjoys travelling with his family, going to baseball games around the country, and watching his two sons participate in their busy competitive baseball, soccer, and basketball leagues.

### **BACKGROUND**

#### **EDUCATION**

J.D., Golden Gate University School of Law, San Francisco, 2009  
B.A., University of California, Santa Barbara, 2005

#### **Accolades & Affiliations**

Member of the Contra Costa County Bar Association and Employment Law Section  
Member of the Robert G. McGrath American Inn of Court  
Board Member of Diablo Business Referral Network