

MARR JONES & WANG

A LIMITED LIABILITY LAW PARTNERSHIP

Labor and Employment Law



PATRICK H. JONES

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Patrick H. Jones has spent his entire legal career representing management in various employment-related matters. He has significant traditional labor law experience, including advising clients facing union organizing efforts, representing clients in arbitration under collective bargaining agreements and before the National Labor Relations Board, and assisting clients engaged in collective bargaining negotiations. He has advised companies dealing with strikes and other job actions, and has obtained court injunctions against illegal strikes and picketing.

EDUCATION

Georgetown University
B.S., Foreign Science
Magna Cum Laude

Georgetown University
Law Center
J.D.
Cum Laude

PROFESSIONAL ACTIVITIES

American Bar
Association

Hawaii State Bar
Association

Chamber of Commerce
of Hawaii

In addition to traditional labor work, Mr. Jones is known for effectively defending clients against wrongful termination, discrimination, harassment, and retaliation claims in federal and state courts. He has also represented clients against alleged "whistleblowers" under Hawaii law and the federal False Claims and Sarbanes-Oxley Acts.

Concerning alleged unlawful discrimination, Mr. Jones has helped many clients respond to administrative charges and claims filed with the Equal Employment Opportunity Commission, Hawaii Civil Rights Commission, Hawaii Department of Labor and Industrial Relations (for example, claims under the unemployment statute and the Hawaii law prohibiting discrimination because of work injuries), and the Office of Federal Contract Compliance Programs. He has advised clients concerning affirmative action issues, including the creation, maintenance, and compliance review of affirmative action plans.

Mr. Jones advises and represents clients with respect to occupational safety issues under the federal and state Occupational Safety and Health Administration laws, wage and hour issues (for example, overtime and prevailing wage issues), leave issues under the Family and Medical Leave Act, the Americans with Disabilities Act and related state laws, corporate restructuring and downsizing issues under the Worker Adjustment and Retraining Notification Act and Hawaii Dislocated Workers' laws, and employee benefit laws related to health, long-term care, and retirement programs.

He also assists clients in drafting various employment policies and programs, including substance abuse programs, alternate dispute resolution programs, handbook policies, individual employment contracts, and separation agreements.