

## Christian P. Jones

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Christian is a partner in the firm's business department, focusing his practice on labor and employment law. He represents both private and public sector employers in a variety of labor and employment proceedings and matters, including: employment discrimination actions before state and federal agencies and courts; unfair/improper labor practice proceedings before the National Labor Relations Board and the NYS Public Employment Relations Board (PERB); labor arbitrations; unemployment insurance proceedings before the NYS Department of Labor; superintendent's hearings; employment contracts; restrictive covenants; wage and hour issues; WARN issues; union organizing; collective bargaining; state and federal drug testing regulations; and workplace policies.

Chris is also a member of the firm's immigration law practice group where he has experience in counseling employers on I-9 paperwork violations, I-9 verification and compliance, US DOL wage and hour division investigations, and analyzing the application of sanctions involving employer violations under IRCA and the Immigration and Nationality Act.

In his spare time, Chris enjoys golfing, attending Syracuse University athletic events, reading, and spending time with his wife and daughters.

### Professional and Community Activities:

- Participates in the Onondaga County Bar Association's Volunteer Lawyer Project
- Frequently speaks at seminars for employers and supervisors concerning all aspects of the employment relationship, including sexual harassment, hiring and discharge practices, wage and hour law issues, the Family Medical Leave Act, and employment discrimination

### Practice Areas:

- Education
- Labor & Employment
- Employee Benefits
- Municipal
- International & Immigration
- Public Officers

### Admissions:

- New York Bar
- United States District Courts for the Northern and Western Districts of New York
- United States Court of Appeals for the Second Circuit
- Onondaga County Bar Association (Labor and Employment Law Section)

### Education:

- Bachelor of Science degree, with honors, from Cornell University, major in Human Service Studies
- University of Pennsylvania Law School, Juris Doctorate