DONAHUE FITZGERALD ATTORNEYS

Jonathan Wong

Of Counsel

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Practice Areas

- Employment
- Immigration
- Litigation
- Trusts and Estates

Overview

Jonathan Wong heads the firm's nationality and immigration law practice, advising and representing domestic and international companies that are hiring foreign nationals to work in the United States. He recommends immigration strategies to employers and represents them before the Departments of State and Homeland Security. He has handled the immigration process for U.S. companies seeking the services of foreign engineers, scientists, technical specialists, and marketing and operations personnel in diverse business sectors ranging from architecture to zoological science. He is also experienced in the transfer of foreign executives, managers, and other key personnel to American branches of foreign companies. In employment circumstances involving access to trade secrets and other proprietary information, he assists employers in evaluating the foreign worker's background and structuring a relationship that protects his clients' interests.

An experienced litigator, Mr. Wong counsels employers and defends them against claims of wrongful termination, discrimination and sexual harassment, and other employment-related issues. He has also represented plaintiffs in employment-related individual and class litigation. He has served as trial counsel in multiple trials, has represented clients in numerous mediations and arbitrations, and has successfully argued his clients' cases before California and federal appeals courts. He was lead counsel for instatement procedures and was responsible for negotiating the settlement of all claims made by 1,200 employees in a class action lawsuit settled by a consent decree. His litigation practice also includes advising clients, in-house counsel, and partner law firms on electronic discovery best practices, technology assisted review, and compliance with new and emerging federal and state electronic discovery rules and protocols.

Mr. Wong advises employers on personnel disputes, employee discipline, demotions, and terminations. He drafts and reviews employee policy manuals, checking for compliance with all federal, state, and local regulations. He also counsels employers on workplace safety and OSHA compliance and on the implications of the Americans With Disabilities Act. He assists employers in complying with federal, state, and local requirements governing wages, hours, and other conditions of employment and defends them in administrative proceedings brought by government agencies. As part of his employment and labor law practice, Jonathan negotiates and drafts employment agreements for key employees, executives, and officers. His labor relations practice concentrates on advising employers regarding union elections, employee grievances, contract interpretation and collective bargaining strategies and techniques.

Mr. Wong is the recipient of multiple awards for his provision of pro bono legal services to the indigent.

Professional & Community Affiliations

- Member, American Immigration Lawyers Association
- Member and Past President, Alameda County Bar Association
- Past President, Alameda County Volunteer Legal Services Corporation
- Instructional Faculty, San Francisco State University Extended Learning

Recognition

- Pro Bono Leadership Award, *Alameda County Volunteer Legal Services Corporation*, 2013
- Pro Bono Angel Award, *California Lawyer Magazine*, 2007
- Distinguished Service Award, *Alameda County Bar Association*, 2003
- President's Pro Bono Service Award, *State Bar of California*, 2000
- Named, Northern California's "Immigration Super Lawyers", *Super Lawyers*, annually since 2008
- Awarded, AV® Preeminent™ (5.0 out of 5) peer-review rated, *Martindale-Hubbell*™

Bar Admissions

- California

Courts

- U.S. Court of Appeals, 9th Circuit
- U.S. District Court, Northern District of California
- U.S. District Court, Eastern District of California
- U.S. District Court, Central District of California
- U.S. Tax Court

Languages

- French
- German
- Spanish
- Mandarin
- English

Education

- **J.D.**, King Hall, University of California, Davis, 1982
  - Hopkins Law Review Prize
  - Editor, U.C. Davis Law Review
  - Moot Court Board
- **B.A.**, Pomona College, 1979
  - National Merit Scholar
  - Finalist, President's Prize in Women's Studies
  - Public Service Director, KSPC-FM campus radio station

Recent Articles/News

- Donahue Fitzgerald Attorneys Named 2026 Super Lawyers and Rising Stars
- Donahue Fitzgerald Attorneys Recognized as AV Preeminent on Martindale-Hubbell®
- Donahue Fitzgerald Attorneys Named 2025 Super Lawyers
- When ICE Comes to Your Workplace, *The San Diego Union-Tribune*, March 24, 2025
- ICE in the Workplace: Guidance for Employers on Their Rights and Obligations, January 31, 2025
- Donahue Fitzgerald Attorneys Named 2024 Super Lawyers
- I-9 Remote Verification Extended – But Only For Some
- Donahue Fitzgerald Attorneys Named 2023 Super Lawyers
- Donahue Fitzgerald Attorneys Named 2022 Super Lawyers
- Donahue Fitzgerald Attorneys Named 2021 Super Lawyers

Past Articles/News

- Novel Coronavirus (COVID-19) – Employee Privacy Issues
- Congratulations Jonathan Wong on Your ACBA Recognition, January 24, 2020
- Donahue Fitzgerald Attorneys Named 2019 Super Lawyers
- Spotify Settles $1.6B IP Suit Brought By Tom Petty's Publisher, *Law360*, December 20, 2018
- Donahue Fitzgerald Attorneys Named 2018 Super Lawyers

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Recent Speaking Engagements

- September 22, 2026, Ethical Issues in California Pro Bono and Legal Services Representation 2026 , Practicing Law Institute, San Francisco, CA 94105
- December 10, 2025, 2026 Annual Employment Law Update , Berkeley, CA, 94705
- December 09, 2025, 2026 Annual Employment Law Update , Virtual
- September 29, 2025, Ethical Issues in California Pro Bono Representation 2025 , Practicing Law Institute, San Francisco, CA 94105
- March 13, 2025, ICE in the Workplace and Proactive Employer Strategies , Law Firm Alliance, Virtual
- December 05, 2024, 2025 Annual Employment Law Update , Berkeley, CA
- December 03, 2024, 2025 Annual Employment Law Update , Webinar
- October 24, 2024, Pro Bono: Tips for Making the Most of Your Pro Bono Experience , Alameda County Bar Association, Virtual
- June 27, 2024, Ethical Issues in California Pro Bono Representation 2024 , PLI, San Francisco, CA
- April 30, 2024, The Small Business Workshop on 2024 Labor Law and Food Safety , Oakland Chinatown Chamber of Commerce, Oakland, CA

Past Speaking Engagements

- 2024 Annual Employment Law Update, December 05, 2025, Webinar
- 2023 Annual Employment Law Update, December 08, 2022, Oakland, CA
- Ethical Issues in California Pro Bono Representation 2022, September 16, 2022, San Francisco, CA, Practicing Law Institute
- 2022 Annual Employment Law Update, December 09, 2021, Webinar
- Ethical Issues in California Pro Bono Representation 2021, Practising Law Institute, September 17, 2021, Live Webcast
- 2021 Annual Employment Law Update, December 08, 2020. Webinar
- 2021 Annual Employment Law Update, December 03, 2020, Webinar
- Ethical Issues in California Pro Bono Representation 2020, September 03, 2020, Practising Law Institute, Live Webcast
- CCCEAC 2020 Employment Law News & Update: Adjusting To A New Normal, May 28, 2020, Contra Costa County Employer Advisory Council, Webinar
- 2020 Annual Employment Law Update, December 12, 2019, San Rafael, CA
- 2020 Annual Employment Law Update, December 5, 2019, Oakland, CA
- Damages: How do we value cases now?, October 04, 2019, Alameda County Bar Association, Oakland, CA
- Onboarding and Termination 101, September 19, 2019, Oakland, CA
- Onboarding and Termination 101, September 17, 2019, Walnut Creek, CA

- Ethical Issues in California Pro Bono Representation 2019, Practising Law Institute, September 12, 2019, San Francisco, CA
- Courage in the HR/Leadership Relationship: Speaking Truth, HR Strategy Forum, May 15, 2019, San Francisco, CA
- 2019 Annual Employment Law Update, December 13, 2018, San Rafael, CA
- 2019 Annual Employment Law Update, December 11, 2018, Walnut Creek, CA
- 2019 Annual Employment Law Update, December 6, 2018, Berkeley, CA
- Employment Law and Personnel Management, November 14, 2018, Oakland, CA
- Ethical Issues in California Pro Bono Representation 2018, September 6, 2018, San Francisco, CA
- Annual Employment Law Update, December 12, 2017, Walnut Creek, CA
- Annual Employment Law Update, December 7, 2017, Berkeley, CA
- Ethical Issues in California Pro Bono Representation 2017, September 7, 2017, San Francisco, CA
- Immigration Law for Nonspecialists, September 5, 2017, Oakland, CA
- Preparing for 2016: Annual Employment Law Update, January 14, 2016, Walnut Creek, CA
- Preparing for 2016: Annual Employment Law Update, December 10, 2015, Berkeley, CA