

CONSTANGY

BROOKS & SMITH, LLP

The Employers' Law Firm. Since 1946



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

Education

Mercer University School of
Law, Macon, GA

W. Jonathan Martin, II

Partner

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

--Thomas Alva Edison

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

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Thomas M. Eden, III

Partner

"You may gain temporary appeasement by a policy of concession to violence, but you do not gain lasting peace that way."

-Sir Anthony Eden, Former British Prime Minister and Foreign Secretary to Winston Churchill

Opelika
 3120-D Frederick Road
 Opelika, Alabama 36801

T: 205.222.8030

West Point
 709 3rd Avenue
 West Point, Georgia 31833

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Practice Emphasis

Management Labor and Employment Law
 Employment Law
 Compliance Consultation and Training
 Workplace Drug Testing Law and Consultation
 Workplace Immigration Compliance and Training
 Civil Litigation
 Administrative Law
 Church Law and Consultation
 Union Avoidance

Bar & Court Admissions

Alabama, 1980
 Georgia, 1981
 U.S. District Courts, AL & GA, 1980
 Eleventh Circuit Court of Appeals, 1981
 U.S. Supreme Court, 1983

Education

Cumberland School of Law, Samford University, Birmingham Alabama
 J.D., 1980
cum laude
 Auburn University, Auburn, Alabama
 B.A., 1976

Tommy Eden's law practice is principally in the areas of Management Labor and Employment Law; Drug Testing Law (DOT Regulated and Non-Regulated) throughout the United States; defense of employers in federal court in all aspects of employment litigation including claims under Title VII, ADA, FMLA, FLSA, ADEA, and retaliatory discharge actions; defense of employers in charges brought with the EEOC, Wage and Hour Division, National Labor Relations Board, and the Department of Labor; and litigation over employee benefits under ERISA. He also counsels employers on Immigration compliance under the Alabama Immigration Act and conducting I-9 audits under the Federal Immigration Act.

Professional Activities/Associations

Member, Alabama State Bar
 Member, American Bar Association, Labor and Employment Law Section
 Member, American Employment Law Council
 Member, Birmingham Bar Association
 Member, Lee County Bar Association
 Member, State Bar of Georgia
 Member of Board of Directors, East Alabama SHRM Chapter
 Board Member, SAPAA
 Editor, SAPAA State Laws-at-a-Glance Blogs
 AV® Peer Review Rated By Martindale-Hubbell

Civic/Charitable Activities/Associations

Board Member, Boys & Girls Club of Greater Lee County
 Auburn Bicycling Committee
 Boy Scouts of America
 Chattahoochee Council Board
 Auburn Kiwanis Club
 First Baptist Church of Opelika

Other Personal Background Information and Interests

Enjoys road cycling, hiking and attending Auburn University football games. Tommy is married and has two sons.