

## Jonathan Heller

Of Counsel

50 West San Fernando Street  
7th Floor  
San Jose, CA 95113  
main: +1 (408) 998-4150  
direct: (408) 961-7112  
fax: +1 (408) 288-5686  
jheller@littler.com



---

## Overview

Jonathan Heller provides strategic advice and counsel to employers and management on a variety of matters arising under federal, state, and local laws, such as reductions in force, hiring and termination, performance management, harassment prevention training, investigations, and employee discipline.

Jonathan also defends employers in state and federal courts and before governmental agencies. Examples of cases he has handled consist of:

- Discrimination
- Harassment
- Retaliation
- Leaves of absence
- Accommodating disabilities
- Employment-related torts
- Wage and hour claims
- Breach of contract claims
- Defamation

Prior to returning to Littler, Jonathan spent time with a large multinational technology company, where he was responsible for employment matters throughout North America, Latin America, and Europe. In that role, he gained considerable experience advising corporate leaders and human resources on issues ranging from performance issues and litigation to terminations and reductions in force.

Before originally joining Littler, Jonathan served for eight years on active duty in the U.S. Army Judge Advocate General's Corps, where he received various awards and commendations for his service. As a Judge Advocate, he prosecuted felony level cases before Courts Martial, served as a Special Assistant U.S. Attorney and was one of two labor and employment attorneys responsible for the National Capitol Region.

## Selected Matters

- Obtained a complete dismissal with prejudice of all claims against a large multinational transportation company in a representative and collective action alleging claims for unpaid overtime, unpaid minimum wages, failure to provide meal and rest periods, failure to pay all wages due upon termination, failure to maintain required records, failure to provide accurate itemized wage statements, failure to indemnify employees for necessary business expenditures, unlawful wage deductions, breach of contract, breach of the covenant of good faith and fair dealing, and unfair business practices.
- Served as second chair in a jury trial that resulted in a defense verdict on all claims in a case alleging race and gender discrimination, failure to prevent discrimination, retaliation, and wrongful termination.
- Secured a complete dismissal of all claims against a mid-sized technology company in a representative and collective action alleging violations of the California Labor Code and California Business & Professions Code.

## Recognition

- Recipient, CALI Award for Negotiations, *University of California, Hastings College of the Law*
- Dean's Honors List and Provost's Honors List, *University of California, Los Angeles*

## Education

J.D., University of California College of the Law, San Francisco (formerly Hastings), 2009  
B.A., University of California, Los Angeles, 2005, *cum laude*, *Phi Beta Kappa*

## Bar Admissions

California

## Publications & Press

### **Veterans Day 2024: How Military Service Helps Us Serve Littler Clients**

*Littler Podcast*

November 11, 2024