

Snell & Wilmer



Sandra L. Jonas

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Main Bio

Sandra Jonas represents employers in a variety of sectors, including private industries such as transportation, banking, construction, real estate, health care, as well as government entities, higher education, and non-profits.

- Labor experience, including union relationship management, representing employers in negotiations for collective bargaining agreements, disputes with the NRLB, administrative hearings, and appeals.
- Obtaining injunctions against workplace harassment
- Internal investigations into complaints of discrimination, retaliation, and harassment in the workplace and proposing good creative solutions.
- In her experience as an associate general counsel for a large public university, she has experience with Title IX litigation and administrative hearings for disciplinary matters and other policy violations.
- Emerging employment topics such as AI in the workplace, return to office, etc.
- Responding to government agency inquiries for information and investigations.

Sandra's practice includes litigating complex business disputes, including breaches of contract and fiduciary duty, embezzlement and fraud. She also has experience litigating matters arising under the FLSA, ADA, ADEA, Title VII and the NLRA. She represents clients in trade secret and restrictive covenant disputes. Sandra conducts internal audits to identify and resolve wage and hour issues. She is an experienced mediator, as well as in managing all aspects of litigation and has litigated in federal, state and administrative courts. Sandra's clients appreciate her dedication to their matters and timely communication.

Representative Experience

- Defended owner of media company in complex contractual dispute involving #MeToo allegations
- Defended insurance company in complex contractual matter involving issues of ambiguity
- Defended international software security company in contractual dispute involving complex commissions
- Defended fracking company in numerous collective actions involving allegations of wage and hour violations
- Defended electric company against charges of unfair labor practices from administrative hearing to circuit-level appeal

- Argued motion for summary judgment in age discrimination matter and achieved dismissal with prejudice

Education

- University of Texas, School of Law (J.D.)
 - Order of Barristers
 - International Academy of Trial Lawyers Distinguished Achievement in the Art and Science of Advocacy
 - Best Overall Advocate, Show Me Challenge National Mock Trial Competition
 - Interscholastic Mock Trial
 - Texas International Law Journal, Development Committee; Staff Member
- University of Arizona, James E. Rogers College of Law
 - Outstanding Performance in Legal Writing
 - Outstanding Performance in Oral Advocacy
 - Richard Grand Legal Writing Competition, First Place
 - Legal Process, Analysis and Writing, Honors Distinction
- University of Leicester, U.K. (Master of Applied Linguistics and Teaching of English to Speakers of Other Languages with Distinction)
- Thomson Rivers University, Canada (Bachelor of Music with Honors)

Professional Memberships & Activities

- American Bar Association
- Arizona Justice Project, Volunteer (2013)
- Law Women's Association (2012-2013)

Representative Presentations & Publications

- [U.S. Department of Labor Issues New Final Rule for Classifying Independent Contractors, Effective March 11, 2024](#)," Co-Author, Snell & Wilmer Legal Alert (January 12, 2024)
- ["Artificial Intelligence Already Affects Your Workplace: What Employers Need to Know"](#), Co-Author, Arizona Attorney Magazine (January 2024 issue)
- "What Employers Need to Know About Artificial Intelligence in the Workplace," Presenter, Tucson Emerging Business Seminar Series (October 12, 2023)
- ["OSHA's New Guidance on COVID-19 Reporting Obligations"](#), Author, Snell & Wilmer Under Construction Newsletter (October 2020)
- "Form I-9s, Privacy and Records Requests: New Supreme Court Ruling has Implications for Employers," (Author), Arizona Builders Alliance (March 10, 2020)
- "Sneaky (but Important) Contract Clauses," Presenter, Arizona Builders Alliance (January 29, 2020)
- "New Year, New Laws in Effect," Presenter, Arizona Builders Alliance (November 13, 2019)
- Internal continuing legal education presentation
- Client alerts and blog postings on new developments in the law

Community Involvement

- Big Brothers Big Sisters of Lone Star/Greater Dallas (2016-2017)

Previous Professional Experience

- Foley & Lardner LLP (formerly Gardere Wynne Sewell LLP), Associate (2015-2019)
- Gardere, Wynne, Sewell, Summer Associate (2014)
- Ware Jackson Lee Chambers, Summer Associate (2014)
- Travis County District Attorney's Office, Intern (2014-2015)
- Tucson City Attorney's Office, Intern Prosecutor (2013)
- Austin Community College, Adjunct Instructor (2011-2012)
- Benjamin Franklin Institute of Technology
 - Faculty Member (2010-2011)
 - Adjunct Instructor (2009-2010)

Bar Admissions

- Arizona
- Texas

Court Admissions

- Supreme Court of Arizona
- Supreme Court of Texas
- United States Court of Appeals, Fifth Circuit