

# Hannah L. Jones

## Partner

San Francisco

## Details

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Hannah Jones has a multi-faceted litigation, investigations and counseling practice focused on the legal issues affecting today's employers. She represents clients in individual and class action litigations and administrative proceedings involving employee mobility and intellectual property issues (including non-compete agreements, trade secrets, employee raiding, invention assignment rights, and non-solicitation obligations), discrimination, wage and hour practices, and wrongful termination.

Hannah also works directly with clients to solve thorny pre-litigation counseling matters including managing internal investigations, risk management and compliance, negotiating and preparing employment-related agreements, conducting workplace trainings, and formulating corporate policies and manuals.

Hannah maintains an active pro bono practice with a focus on protecting economic and educational opportunities for women and girls through her work with the Center for Reproductive Rights and Equal Rights Advocates.

Prior to joining Coblentz, Hannah was an associate at Weil, Gotshal & Manges LLP in Silicon Valley. She also worked as in-house employment and compliance counsel for Applied Materials, Inc.

Hannah is an Association of Workplace Investigators Certificate Holder (AWI-CH). AWI is a professional association for those who conduct or manage workplace investigations. She is a board member of Legal Aid at Work, a nonprofit legal services organization that assists low-income, working families in California.

Hannah received her J.D. from the University of California, Davis, School of Law, where she received six Witkin Awards for Academic Excellence. While in law school, she served as a member of the UC Davis Law Review and was elected Order of the Coif. She earned her B.A., with honors, from Lewis and Clark College.

## Honors & Awards

Hannah is ranked in the Up and Coming category by Chambers USA in the California: Labor & Employment – Highly Regarded category. A client notes, “Hannah is an incredibly talented lawyer. She provides risk-balanced advice that is practical, tailored to the business and considers the circumstances of the organization.” Hannah is also recognized as a Northern California Rising Star by Super Lawyers in the Employment & Labor category.

## Professional Activities

Hannah is an Association of Workplace Investigators Certificate Holder (AWI-CH). AWI is a professional association for those who conduct or manage workplace investigations.

## Publications & Speaking Engagements

- April 2026

Author, “[Disabled by Association: California Federal Courts Consider Whether FEHA Supports Workplace Accommodations Based on Another Person’s Disability](#)”

- October 2025

Author, “[California’s 2026 Employment Laws: Practical Steps for Employers to Stay Ahead](#)”

- October 2025

Author, “[Legislative Bills That Could Redefine California Workplaces in 2026](#)”

- July 2025

Author, “[California Releases Final Employee Notice on Victim Leave Rights](#)”

- February 2024

Speaker, “Mental Health In the New Workplace: Disability Accommodations, Return to Work, and the Unbearable Lightness of Being,” Annual Labor and Employment Law Section Meeting, Bar Association of San Francisco

- August 2023

Author, “[2023 Mid-Year Labor and Employment Update](#)”

- December 2022

Author, “[California Pay Transparency Is Here January 1, 2023: 7 Questions to Help Determine If Your Organization Is Ready](#)”

- October 2022

Presenter, “Investigating Off-Duty Conduct Considering Privacy/Constitutional Concerns,” 2022 Association of Workplace Investigators Annual Conference

- September 2019

Co-Author, “[California Assembly Bill Five Expects Certain Categories Of Workers From Independent Contractor Classification Overhaul](#)”

- December 2017

Co-Author, “Civil RICO Litigation: Key Issues and Considerations,” Practical Law

## **Education**

- J.D., University of California, Davis School of Law (2014)
- B.A., with honors Lewis and Clark College (2010)