

## Jonevin Sabado

Partner

Los Angeles

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### OVERVIEW

Jonevin concentrates his practice on defending companies in complex representative class and mass action litigation, typically involving employment claims. He defends employers in litigation involving wage and hour claims brought under the Fair Labor Standards Act (FLSA); California Private Attorneys General Act (PAGA); California Labor Code and Industrial Welfare Commission (IWC) Wage Orders; alleged worker misclassification; claims of discrimination, harassment, and retaliation brought under California's Fair Employment and Housing Act (FEHA); and alleged violations of family and medical leave laws under the California Family Rights Act (CFRA) and the Family and Medical Leave Act (FMLA). In addition, Jonevin provides counseling and advice to employers on hiring and discipline, wage and hour compliance, accommodation, and leave policies and procedures. He also counsels and presents to startup companies regarding general compliance issues under federal, state, and local employment and labor laws.

Jonevin also represents owners and operators of public accommodations against claims of inadequate access under Titles II and III of the Americans with Disabilities Act (ADA) and related state laws. This includes advising owners and operators of public accommodations regarding ADA compliance and issues, such as design and construction, discrimination, policy or practice regarding reasonable accommodations, reasonable property modifications, and assistance with agency requirements, inspections, and corrective actions.

### AWARDS

- *The Best Lawyers in America®: Ones to Watch*: Corporate Law (2026), Labor and Employment Law – Management (2022-2026), Litigation – Labor and Employment (2026)
- *Daily Journal*, Top Verdicts (2023)
- *Super Lawyers®* Southern California Rising Star (2020-2024)
- Fellow, National Employment Law Council (NELC) (2019)

### TOP AREAS OF FOCUS

- Labor + Employment
- Litigation + Trial

## ALL AREAS OF FOCUS

- Accessible Facilities and Services (ADA Titles II and III)
- Employment Counseling
- Independent Contractor Misclassification + Compliance
- Labor + Employment
- Labor + Employment Litigation + Dispute Resolution
- Litigation + Trial

## PROFESSIONAL/COMMUNITY INVOLVEMENT

- Pathfinder, Leadership Council on Legal Diversity Pathfinders Program (2022)
- Member, National Employment Law Council

## EDUCATION AND CERTIFICATIONS

### EDUCATION

- Loyola Law School, Los Angeles, J.D., 2015, staff writer (2013-2014), senior technical editor (2014-2015), *Loyola of Los Angeles Law Review*
- California State University, Fullerton, B.A., *Philosophy*, 2010

### BAR ADMISSIONS

- California

### COURT ADMISSIONS

- U.S. District Court, Central District of California

### CLERKSHIPS

- Hon. Manuel L. Real, U.S. District Court, Central District of California, 2015

## PUBLICATIONS

- Co-author, "California's 2025 Employment Law Changes," *Troutman Pepper Locke*, December 1, 2025.
- Co-author, "California Employers Rejoice: California Overhauls Private Attorneys General Act (PAGA) With Support From Business and Labor Leaders," *Locke Lord QuickStudy*, July 8, 2024.
- Co-author, "Employers Not Responsible for Spread of COVID-19 by Employees Off the Clock, California Supreme Court Says," *Locke Lord QuickStudy*, August 9, 2023.
- Co-author, "A New Horizon for California Employers? Impending SCOTUS Ruling Could Drastically Change the Course of PAGA Litigation," *Locke Lord*, May 2022.
- Co-author, "California Places Further Limitations on an Employer's Use of Non-Disclosure and Non-Disparagement Provisions," *Locke Lord*, February 2022.
- Co-author, "California's Expanded Family and Medical Leave Act Imposes Additional Employer Obligations," *Locke Lord*, November 2020.

- Co-author, “Key Questions for Employers Facing COVID-19 (FAQ),” Locke Lord QuickStudy, July 20, 2020.