



Chris M. Mason

Member

P: 602.262.5817

F: 602.495.2627

E: cmason@jsslaw.com

L: Phoenix

Chris M. Mason counsels employers and management on all aspects of labor and employment law, including traditional labor matters, such as collective bargaining and union organizing; restrictive covenants; employment discrimination; sexual harassment; whistleblowing; retaliation; wrongful termination; personnel policies; reductions in force; trade secrets; restrictive covenants; duty of loyalty; drug and alcohol testing; and other state and federal laws, rules, and regulations. He is also an experienced litigator, representing clients in Arizona, federal, and appellate courts, as well as before administrative agencies, including the National Labor Relations Board, the Department of Labor, the Equal Employment Opportunity Commission, the Arizona Civil Rights Division, and the Department of Economic Security.

Areas of Focus

- › Business Disputes and Litigation
- › Employment Advice and Training
- › Employment Litigation Defense
- › FLSA / Wage & Hour / Collective Actions
- › Labor and Employment
- › Restrictive Covenants and Trade
- › Secrets
- › Traditional Labor

Education

- › J.D., University of California, Los Angeles School of Law, 1999
Order of the Coif
- › B.A., University of California, Davis, 1996

Representative Engagements

- › After aggressive litigation, we convinced a claimant and her counsel to voluntarily dismiss her claims of alleged discriminatory termination, without any payment to her*
- › Advised client of legal issues concerning transition of workforce in connection with the sale of an operation, valued in the hundreds of millions of dollars, and assisted in preparing sales contract terms concerning the workforce*

- ▶ Defended client against claim of unfair labor practice termination*
- ▶ Secured ruling from federal district court authorizing taking of depositions of the state's attorneys and ruling that the attorney-client privilege did not apply to their involvement in the investigation of the underlying claims of discrimination. This prompted a quick resolution by the state*
- ▶ Defended client against a class action claim alleging violations of the Fair Credit Reporting*
- ▶ Act in connection with criminal employment background checks, and secured a settlement for a nominal amount for the client's benefit*
- ▶ Assisted client in preparing for collective bargaining negotiations, including preparation of facility and handling of possible strike contingency planning, and assisted in the crafting of new collective bargaining provisions*
- ▶ Assisted client with handling of a delicate separation of a key executive, and prepared comprehensive severance agreement with a release and waiver of all potential claims*

**Matters handled prior to joining Jennings, Strauss & Salmon, PLC*

Articles, Publications and Presentations

- ▶ Author, "[Sexual Harassment in the Workplace](#)," *Small Biz Daily* (2016)
- ▶ Author, "[Implementing Effective Sexual Harassment Policies in the Workplace](#)," *Chief Executive* (2016)
- ▶ Author, "[Master-Crafting Your Employee Handbook](#)," *Construction Business Owner*, (2016)

Honors, Appointments and Awards

- ▶ Listed, *Southwest Super Lawyers, Rising Stars* (2012)

Bar Admission

- ▶ Arizona, 1999

Court Admission

- ▶ U.S. Court of Appeals, Ninth Circuit
- ▶ U.S. District Court, District of Arizona