

## Chris M. Mason

*Member*



### Overview

Mr. Mason counsels employers and management on all aspects of labor and employment law, including 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.

### Contact

- P 602.262.5817
- F 602.495.2627
- [cmason@jsslaw.com](mailto:cmason@jsslaw.com)
- Phoenix, AZ

### 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)

## **Biography**

Mr. Mason counsels employers and management on all aspects of labor and employment law, including 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 (NLRB), the Department of Labor, the Equal Employment Opportunity Commission (EEOC), the Arizona Civil Rights Division, and the Department of Economic Security.

## **Admissions**

### **Admitted to Practice**

- Arizona (1999)

### **Court Admission**

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

## **Representative Experience**

- After aggressive litigation, we convinced a claimant and her counsel to voluntarily dismiss her

claims of alleged discriminatory termination, without any payment to her

- Defended client against claim of unfair labor practice termination
- Defended client against a class action claim alleging violations of the Fair Credit Reporting
- 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
- 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
- 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 the handling of a delicate separation of a key executive, and prepared a comprehensive severance agreement with a release and waiver of all potential claims

## Media and Presentations

### Articles

- Author, "[Legal Tips to Reduce the Risk of Harassment in the Workplace](#)," *AZ Big Media* (July 2, 2019)
- Author, "[Employment Law Tips for Lawful Tipping in Arizona](#)," *AZ Big Media* (June 3, 2019)
- Author, "[What Arizona Employers Need to Know About Immigration Verification](#)," *AZ Big Media* (June 2019)
- Author, "[Who Really Owns a Business' Social Media Accounts](#)," *Small Biz Daily* (2016)
- Author, "[Who Owns a Company's Social Media Accounts?](#)," *Az Business Magazine* (2016)
- 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)

### Blogs

- "[#ArizonaRestaurantWeek Labor and Employment Law Series – Restaurant Employers: Protected Leave Rights \(Blog 5 of 5\)](#)," *Labor and Employment Blog* (May 24, 2019)
- "[#ArizonaRestaurantWeek Labor and Employment Law Series – Restaurant Employers: Wage and Hour Laws \(Blog 4 of 5\)](#)," *Labor and Employment Blog* (May 23, 2019)
- "[#ArizonaRestaurantWeek Labor and Employment Law Series – Restaurant Employers: Anti-Harassment \(Blog 3 of 5\)](#)," *Labor and Employment Blog* (May 22, 2019)
- "[#ArizonaRestaurantWeek Labor and Employment Law Series – Restaurant Employers: Immigration Law Compliance \(Blog 2 of 5\)](#)," *Labor and Employment Blog* (May 21, 2019)

- ["#ArizonaRestaurantWeek Labor and Employment Law Series – Restaurant Employers: Employee Tipping \(Blog 1 of 5\),"](#) Labor and Employment Blog (May 20, 2019)
- ["To Withhold or not Withhold – the Risk of Wage Withholdings,"](#) Jennings Strouss Blog (April 2019)
- ["E-Verify Now with Possible Second Shutdown Looming,"](#) Jennings Strouss Blog (February 2019)
- ["Proposed Overtime Rule Will Not Go Into Effect December 1, 2016,"](#) *Employment Law Times* (2016)
- ["Is Your Business Ready for the New Minimum Wage Increase?"](#) Jennings Strouss Blog (November 2016)
- ["Doubling Down on Employee Salaries: The U.S. Department of Labor More Than Doubles the Mandatory Minimum Salary Requirement for Most Exempt Employees,"](#) Jennings Strouss Blog (June 2016)
- ["DOL's Wage and Hour Division Refines Joint Employment under the Fair Labor Standards Act and the Migrant and Seasonal Agricultural Worker Protection Act,"](#) Jennings Strouss Blog (March 2016)

## **Interview**

- "JSS Attorney Chris Mason Discusses Sexual Harassment In The Workplace," AZTV (June 2017)

## **Presentations**

- Presenter, "Election's Over: Employment Changes Under the New Administration," AziLG (January 2017)
- Presenter, "New Employee Pay Requirements," Scottsdale Chamber of Commerce (January 2017)
- Presenter, "New Employee Pay Requirements," Arizona Small Business Association (2016)
- Co-presenter, "Prop 206 Compliance," Jennings Strouss Seminar (December 2016)
- Co-Presenter, "New Employee Pay Requirements," Mesa Chamber of Commerce (November 2016)

## **Honors and Awards**

- Listed, *The Best Lawyers in America*® in the category of Employment Law – Management (2020)
- Listed, *Southwest Super Lawyers Rising Stars* in the category of Employment & Labor (2012)