

## 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; duty of loyalty; drug and alcohol testing; and other state and federal laws, rules, and regulations.

### **Contact**

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- 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 currently serves as the Chair of the Recruiting Committee and 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; 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, 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

- ["Legal challenges employers should expect in wake of COVID-19,"](#) Quoted, *AZ Big Media* (February 16, 2021)
- ["Workplace Weed: Now that recreational marijuana is legal in Arizona, users should know their reefer rights while on the job,"](#) Quoted, *Tucson Weekly* (January 14, 2021)
- ["The Coming Storm: Employer Challenges in the COVID-19 Wake,"](#) Co-Author, *Arizona Attorney Magazine* (January 2021)
- ["Minimum Wage and Tip-Pooling,"](#) Author, *In Business Magazine* (October 1, 2019)
- ["Legal Tips to Reduce the Risk of Harassment in the Workplace,"](#) Author, *AZ Big Media* (July 2, 2019)
- ["Employment Law Tips for Lawful Tipping in Arizona,"](#) Author, *AZ Big Media* (June 3, 2019)
- ["What Arizona Employers Need to Know About Immigration Verification,"](#) Author, *AZ Big Media* (June 2019)
- ["Who Really Owns a Business' Social Media Accounts,"](#) Author, *Small Biz Daily* (2016)
- ["Who Owns a Company's Social Media Accounts?,"](#) Author, *AzBusiness Magazine* (2016)
- ["Sexual Harassment in the Workplace,"](#) Author, *Small Biz Daily* (2016)
- ["Implementing Effective Sexual Harassment Policies in the Workplace,"](#) Author, *Chief Executive* (2016)
- ["Master-Crafting Your Employee Handbook,"](#) Author, *Construction Business Owner*, (2016)

### Blogs

- ["President Biden Targets Gender Identity and Sexual Orientation Discrimination Through](#)

- [Executive Order](#),” Author, *Jennings Strouss Blog* (February 11, 2021)
- [“Arizona’s Minimum Wage Increases in the New Year: What Employers Should Know,”](#) Author, *Jennings Strouss Blog* (December 30, 2020)
  - [“Recreational Marijuana Passes in Arizona – Should Employers Be Concerned?”](#) Author, *Jennings Strouss Blog* (November 2020)
  - [“The Small Business Exemption for the Emergency Paid Sick Leave Act and the FMLA Expansion Act,”](#) Author, *Jennings Strouss Blog* (April 2020)
  - [“Notable Differences Between The Emergency Paid Sick Leave Act And The FMLA Expansion Act,”](#) Author, *Jennings Strouss Blog* (March 2020)
  - [“The U.S. Department of Labor Provides Added Guidance for Application of the Emergency Family and Medical Leave Expansion Act and the Emergency Paid Sick Leave Act,”](#) Author, *Jennings Strouss Blog* (March 2020)
  - [“The Families First Coronavirus Response Act Expands FMLA Rights and Provides for Paid Sick Leave,”](#) Author, *Jennings Strouss Blog* (March 2020)
  - [“Silence is Golden – NLRB Affirms Employer Restrictions on Employee Discussions with Media,”](#) Author, *Jennings Strouss Blog* (October 11, 2019)
  - [“#ArizonaRestaurantWeek Labor and Employment Law Series – Restaurant Employers: Protected Leave Rights \(Blog 5 of 5\),”](#) Author, *Jennings Strouss Blog* (May 24, 2019)
  - [“#ArizonaRestaurantWeek Labor and Employment Law Series – Restaurant Employers: Wage and Hour Laws \(Blog 4 of 5\),”](#) Author, *Jennings Strouss Blog* (May 23, 2019)
  - [“#ArizonaRestaurantWeek Labor and Employment Law Series – Restaurant Employers: Anti-Harassment \(Blog 3 of 5\),”](#) Author, *Jennings Strouss Blog* (May 22, 2019)
  - [“#ArizonaRestaurantWeek Labor and Employment Law Series – Restaurant Employers: Immigration Law Compliance \(Blog 2 of 5\),”](#) Author, *Jennings Strouss Blog* (May 21, 2019)
  - [“#ArizonaRestaurantWeek Labor and Employment Law Series – Restaurant Employers: Employee Tipping \(Blog 1 of 5\),”](#) Author, *Jennings Strouss Blog* (May 20, 2019)
  - [“To Withhold or not Withhold – the Risk of Wage Withholdings,”](#) Author, *Jennings Strouss Blog* (April 2019)
  - [“E-Verify Now with Possible Second Shutdown Looming,”](#) Author, *Jennings Strouss Blog* (February 2019)
  - [“Proposed Overtime Rule Will Not Go into Effect December 1, 2016,”](#) Author, *Employment Law Times* (December 2016)
  - [“Is Your Business Ready for the New Minimum Wage Increase?”](#) Author, *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,”](#) Author, *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,”](#) Author, *Jennings Strouss Blog* (March 2016)

## Interviews

- [“Jennings Strouss Attorney Chris Mason Discusses Sexual Harassment In The Workplace,”](#) AZTV (June 2017)

## **Presentations**

- “Update on the New Administration,” AZilg Industry Liaison Group (February 15, 2022)
- “Legal Update: Continuous Evolving Workplace in the Wake of COVID19,” Presenter, Azilg (April 20, 2021)
- [“Vaccination Mandates and the Workplace Implications of Prop. 207,”](#) Panelist, Jennings Strouss Labor & Employment Webinar (December 17, 2020)
- “COVID-19: Back to Work and Back to Normal?” Energy Bar Association’s Virtual 2020 Northeast Chapter Annual Meeting (June 11, 2020)
- [“Restarting Your Business after COVID-19; Managing Employment, Liability and Regulatory Risks,”](#) Mesa Chamber of Commerce Live Webinar (May 15, 2020)
- “Peering Through the Smokescreen: Correcting the Misconceptions of Workplace Drug Testing, Safety-Sensitive Positions, and Employee Use of Medical Marijuana,” AZilg Industry Liaison Group (April 14, 2020)
- [“What Should Businesses Do?”](#) Co-presenter, Mesa Chamber of Commerce Live Webinar (March 31, 2020)
- [“Managing Employment and Other Business Needs During a Pandemic,”](#) Co-presenter, Mesa Chamber of Commerce Live Webinar (March 23, 2020)
- “Election’s Over: Employment Changes Under the New Administration,” Presenter, Azilg (January 2017)
- “New Employee Pay Requirements,” Presenter, Scottsdale Chamber of Commerce (January 2017)
- “New Employee Pay Requirements,” Presenter, Arizona Small Business Association (2016)
- “Prop 206 Compliance,” Co-presenter, Jennings Strouss Seminar (December 2016)
- “New Employee Pay Requirements,” Co-presenter, Mesa Chamber of Commerce (November 2016)

## **Memberships**

### **Jennings Strouss Recruiting Committee**

- Chair

## **Community Involvement**

### **United Food Bank**

- Member, Board of Directors (2021 - present)
- Member, Governance Committee (2021 - present)

### **Arizona Industrial Liaison Group (AZilg)**

- General Counsel, Board of Directors

## **Honors and Awards**

- *The Best Lawyers in America*<sup>®</sup>, Employment Law – Management (2020 – 2022)
- *Southwest Super Lawyers Rising Stars*<sup>®</sup> (2012)