

Chris Mason

Scottsdale, Arizona
Shareholder

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Areas of Practice & Industry Specialties

Labor & Employment; Appellate Law; Class Actions; Litigation; Trade Secrets & Employee Mobility; Wage & Hour



Chris Mason is a Shareholder in the Firm's Scottsdale office and a member of the Labor & Employment practice group. 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; wage and hour compliance; 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.

Chris Mason has extensive experience representing and advising employers in traditional labor matters, including in responding to:

- Union organizing campaigns
- Coordinating employer handling of union election (RC) petitions and processes
- Responding to strikes, picketing, and walk-outs
- Collective bargaining planning, negotiation, and agreement drafting
- Strategizing organizational development and planning to address union jurisdiction and union versus non-union ("double-breasted") operations
- Handling grievances and arbitrating labor disputes
- Litigating unfair labor practice (ULP) charges and other matters before the National Labor Relations Board on behalf of employers.

He has offered this type of support on behalf of employers in countless industries, spanning construction, mining, grocery, electrical engineering, mechanical engineering, security services, ambulance, and medical support, among others, in numerous states across the country. Some of these states include Arizona, California, Colorado, Illinois, Missouri, Montana, Nevada, New Mexico, Oregon, South Dakota, Utah, Washington, and Wyoming.

Awards and Honors

- The Best Lawyers in America®, Employment Law – Management and Litigation (2020 – 2024)
- Southwest Super Lawyers Rising Stars® (2012)

Professional Involvement

- General Counsel, Board of Directors, Arizona Industry Liaison Group (AZilg)

Representative Matters

- 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 Act.
- 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.

Publications

- Legal challenges employers should expect in wake of COVID-19, *AZ Big Media*, February 16, 2021
- President Biden Targets Gender Identity and Sexual Orientation Discrimination Through Executive Order, *Jennings Strouss Law Firm*, February 11, 2021
- Workplace Weed: Now that recreational marijuana is legal in Arizona, users should know their reefer rights while on the job, *Tucson Weekly*, January 14, 2021
- The Coming Storm: Employer Challenges in the COVID-19 Wake, January 2021
- Arizona's Minimum Wage Increases in the New Year: What Employers Should Know, *Jennings Strouss*, December 30, 2020
- Recreational Marijuana Passes in Arizona – Should Employers Be Concerned?, *Jennings Strouss*, November 10, 2020
- The Small Business Exemption for the Emergency Paid Sick Leave Act and the FMLA Expansion Act, *Jennings Strouss*, April 8, 2020
- Notable Differences Between The Emergency Paid Sick Leave Act And The FMLA Expansion Act, *Jennings Strouss*, March 31, 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, *Jennings Strouss*, March 25, 2020
- The Families First Coronavirus Response Act Expands FMLA Rights and Provides for Paid Sick Leave, *Jennings Strouss*, March 20, 2020
- Silence is Golden – NLRB Affirms Employer Restrictions on Employee Discussions with Media, *Jennings Strouss*, October 11, 2019
- Minimum Wage and Tip-Pooling, *In Business Magazine*, October 1, 2019
- Legal Tips to Reduce the Risk of Harassment in the Workplace, *AZ Big Media*, July 2, 2019
- What Arizona employers need to know about immigration verification, *AZ Big Media*, June 21, 2019
- Employment law tips for lawful tipping in Arizona, *AZ Big Media*, June 3, 2019

- #ArizonaRestaurantWeek Labor and Employment Law Series – Restaurant Employers: Protected Leave Rights (Blog 5 of 5), *Jennings Strouss* , May 24, 2019
- #ArizonaRestaurantWeek Labor and Employment Law Series – Restaurant Employers: Wage and Hour Laws (Blog 4 of 5), *Jennings Strouss* , May 23, 2019
- #ArizonaRestaurantWeek Labor and Employment Law Series – Restaurant Employers: Anti-Harassment (Blog 3 of 5), *Jennings Strouss* , May 22, 2019
- #ArizonaRestaurantWeek Labor and Employment Law Series – Restaurant Employers: Immigration Law Compliance (Blog 2 of 5), *Jennings Strouss* , May 21, 2019
- #ArizonaRestaurantWeek Labor and Employment Law Series – Restaurant Employers: Employee Tipping (Blog 1 of 5), *Jennings Strouss* , May 20, 2019
- To Withhold or not Withhold – the Risk of Wage Withholdings, *Jennings Strouss* , April 4, 2019
- E-Verify Now With Possible Second Shutdown Looming, *Jennings Strouss* , February 13, 2019
- Misperception of Ownership: Who Really Owns a Business' Social Media Accounts?, *Small Biz Daily*, January 12, 2017
- Who Owns a Company's Social Media Accounts?, *AzBusiness Magazine*, December 23, 2016
- Proposed Overtime Rule Will Not Go Into Effect December 1, 2016, *Jennings Strouss* , December 9, 2016
- Is Your Business Ready for the New Minimum Wage Increase?, *Jennings Strouss* , November 9, 2016
- Sexual Harassment in the Workplace, *Small Biz Daily*, September 12, 2016
- Implementing Effective Sexual Harassment Policies in the Workplace, *ChiefExecutive*, Aug 26, 2016
- Master-Crafting Your Employee Handbook, *Construction Business Owner* , August 17, 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* , June 1, 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* , March 7, 2016

Presentations

- Speaker, "Update on the New Administration," Arizona Industry Liaison Group, February 15, 2022
- Presenter, "Legal Update: Continuous Evolving Workplace in the Wake of COVID19," Arizona Industry Liaison Group, April 20, 2021
- Speaker , "COVID-19: Back to Work and Back to Normal," Energy Bar Association's Virtual 2020 Northeast Chapter Annual Meeting, June 11, 2020
- Presenter, "Election's Over: Employment Changes Under the New Administration," Arizona Industry Liaison Group , January 11, 2017
- Presenter , "New Employee Pay Requirements," Scottsdale Chamber of Commerce , January 2, 2017
- Co-Presenter , "New Employee Pay Requirement," Mesa Chamber of Commerce, November 11, 2016
- Presenter , "Prop 206 Compliance," August 23, 2016
- Presenter, "New Employee Pay Requirements," Arizona Small Business Association., April 14, 2016

Webinars

- "Webinar: Labor and Employment Webinar: Vaccination Mandates and the Workplace Implications of Prop. 207," December 17, 2020
- "Webinar: Restarting Your Business after COVID-19; Managing Employment, Liability and Regulatory Risks," May 15, 2020

- "Webinar: The Employment Law Double-Dose," April 14, 2020
- "Webinar: What Should Businesses Do?," March 31, 2020
- "Webinar: Managing Employment and Other Business Needs During a Pandemic," March 23, 2020

Education

Mr. Mason earned his J.D. from the University of California, Los Angeles School of Law, Order of the Coif. He earned his B.A. in Political Science & Sociology from the University of California, Davis.

Bar Admissions

- Arizona

Court Admissions

- United States Court of Appeals for the Ninth Circuit
- United States District Court for the District of Arizona

Community

- Member, Board of Directors, United Food Bank (2021 – present)
- Member, Governance Committee, United Food Bank (2021 – present)