practice areas

LABOR AND EMPLOYMENT

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Roger M. Mason

FOUNDING PARTNER

Roger Mason is a partner with Sweeney Mason LLP. He received his J.D. from the University of San Francisco School of Law after graduating Magna Cum Laude from the State University of New York. He has published numerous articles and has reported cases on various labor matters. For over 30 years, he has held an AV Preeminent Rating, the highest possible rating from Lexis-Nexis Martindale-Hubbell.

Since 1983, he has successfully advised employers in all aspects of Labor and Employment Law including proper employment documentation (employee handbooks, employment contracts, time and payroll records, I-9/E-verify), employee leaves of absence, wage and hour matters, employee discipline and termination, and avoiding discrimination, retaliation and sexual harassment claims. Roger also advises on prevailing wage/public works issues and union issues.

Roger has successfully defended employers against claims of harassment, retaliation and discrimination based on race, sex, age and disability, wage and hour class action lawsuits, Labor Code Section 132a and Serious and Willful claims before the Workers' Compensation Appeals Board, OSHA Appeals, unemployment claims before the EDD and claims of failure to pay appropriate prevailing wages. He represents and advises employers regarding Union matters such as terminating collective bargaining agreements, withdrawal liability assessments and grievance arbitrations as well as unfair labor practices before the National Labor Relations Board.

Roger has served as an elected member of the Los Gatos-Saratoga Joint Union High School District Board of Trustees, as a volunteer on the Boards of Directors of the Los Gatos Lions Club (Past-President) and Los Gatos-Saratoga Department of Community Education and Recreation (Chair 2000-2001 and 2007-2008) and as a member of the Santa Clara University Board of Fellows. In 1988, Roger served on the City of San Jose's prevailing wage advisory committee.