

JASON R. MAU

Associate

BIOGRAPHY

Jason R. Mau is a member of the firm's Litigation, Employment, and Real Estate practice groups at Parsons Behle & Latimer. Jason concentrates his primary practice in the areas of employment, commercial, real estate and construction litigation, with experience in cases before the District Court of the United States and State of Idaho. He has also served on several appeals before the Idaho Supreme Court and has experience before various state agencies. He represents a variety of clients, including national banks and corporations as well as local professionals, business owners, not-for-profit entities and individuals. Jason is also a volunteer with the Idaho Volunteer Lawyers Program (IVLP), participating regularly in the Veterans and Nonprofit/Business Startup Clinics sponsored by the IVLP. He is admitted to practice in all state and federal courts of Idaho.

Jason has had the great opportunity to work with the Salvation Army throughout his professional career and is currently the chair of the Boise Corps Advisory Board, overseeing various counseling and assistance services and ministries. Jason also serves as a member of the board of directors for the Idaho Nonprofit Center and member on the YMCA's Program Advisory Committee for the Y Healthy Living Center.

Prior to attending law school, Jason worked for a preeminent title insurance company in Southwest Colorado for ten years. His extensive experience with transactions and complex legal descriptions has provided him with a unique perspective for his real estate practice. He has represented buyers, sellers and lenders in large and small transactions, and has helped negotiate and structure agreements for all issues connected with land ownership.

ACCOMPLISHMENTS

Academic

Pennsylvania State University, Dickinson School of Law (J.D., 2010)

Penn State Law Review, Editor Board

University of Utah (B.A. Political Science, 1996)

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PRACTICE AREAS

Real Estate Litigation

Employment Litigation

Litigation, Trials & Appeals

Estate Litigation

Business & Commercial Litigation

Construction & Design

Real Estate Taxation

Real Estate Financing

Charitable Organizations & Deductions

Employment & Labor

Environmental & Natural Resources

LICENSED/ADMITTED

Idaho

U.S. Dist. Court, Dist. of Idaho

Professional

National Member of the Order of the Barristers, 2010

ASSOCIATIONS

Professional

Idaho State Bar (2010 – present) Litigation, Real Property Law, Appellate Practice, and Employment & Labor Law Sections

Federal Bar Association (2017 – present)

Idaho Volunteer Lawyers Program (2013 – present)

Community

Boise Salvation Army Advisory Board (2010 – present)

Idaho Nonprofit Center Board of Directors (2015 – present)

Treasure Valley Family YMCA, Y Healthy Living Center Program Advisory Committee (2017 – present)

PRESENTATIONS

"Whistleblower Protections Following *Eller v. Idaho State Police*: Lessons For Idaho Employers," Parsons Behle & Latimer 7th Annual Idaho Employment Law Seminar (October 10, 2019)

"Marijuana and the Workplace: Navigating New Laws and New Times," Parsons Behle & Latimer 31st Annual Employment Law Seminar (May 22, 2019)

Panel, "Building a Better International Mousetrap, Medical Causation, Pre-Existing Conditions, Independent Medical Examinations," July 26, 2018, Banff, Alberta, Canada, ALFA International

Panel, "Marijuana in the Workplace," May 16, 2017, Burns & McDonnell, Kansas City, MO, EPC-CLE

"Legal Issues Impacting the Nonprofit Sector," August 17, 2017, Boise Library!, Idaho Nonprofit Center

Panel, "Implementation of the Department of Labor's Overtime Rule," October 26, 2016, Boise Metro Chamber of Commerce, Nonprofit Council

Webinar, "Changes to overtime and Overhead Rules for Nonprofit Organizations," May 31, 2016, Idaho Nonprofit Center

"Soundstart," April 9, 2013, Boise Interfaith Sanctuary, Idaho Volunteer Lawyers Program

PUBLICATIONS

"Your Questions," Parsons Behle & Latimer Legal Briefings, July 31, April 29, February 27, January 23, 2019 and December 6, 2018

"Question Corner," Parsons Behle & Latimer Legal Briefings, December 18, October 31, September 27, August 29, June 26, May 31 and March 22, 2019

"Cat's Paw – The New Cat's Meow?," November 7, 2018, Parsons Behle & Latimer Legal Briefings

"Q & A," November 7, 2018, Parsons Behle & Latimer Legal Briefings

"Cat's-paw liability – Idaho Federal Court Tackles the New Cat's Meow," September 2018, Idaho Employment Law Letter

"Improving the Workplace for Working Parents," July 2018, Diversity Insight, HR Daily Advisor

"Exit Interviews – Dos and Don'ts," April 2018, Idaho Employment Law Letter

"Tip Credits: Split Between the Ninth and the Eighth and Tenth Circuits," October 2017, Idaho Employment Law Letter

"7th Circuit Expands Title VII Protections for Employees," May 2017, Idaho Employment Law Letter

“2017: Out With the Old and in With the ???,” February 2017, Idaho Employment Law Letter

“NLRA 101: Recent NLRB Cases Provide Overview of Broad Range of ULPs,” October 2016, Idaho Employment Law Letter

“Idaho High Court Upholds Employer’s Administration of FMLA Leave,” September 2016, Idaho Employment Law Letter

“Legalized Marijuana Coming to All States Near You,” April 2016, Idaho Employment Law Letter

“Just How Safe is the ADA’s Safe Harbor for Wellness Programs in Idaho?” March 2016, Idaho Employment Law Letter

“Federal Government Proposes Changes to Overtime Rules,” August 2015, Idaho Employment Law Letter

“5 Items to Keep in Mind for 2015,” February 2015, Idaho Employment Law Letter

“One Incident is All it Takes: Employment-related Misconduct in Idaho,” September 2014, Idaho Employment Law Letter

“FMLA Notice Requirements,” April 2014, Idaho Employment Law Letter

“Court Emphasizes Employers’ Obligations in Accommodation Process,” August 2013, Idaho Employment Law Letter

“Lack of Quorum Leads to Uncertainty: Court Rejects Recent NLRB Choices,” March 2013, Idaho Employment Law Letter

“Establishing a Manageable Workplace Violence Policy,” January 2013, Idaho Employment Law Letter

“Defense of Wage Discrimination Claims for the Present and Beyond,” September 2012, Idaho Employment Law Letter