



F3 Law

## Montana L. Massone

she/her/hers

**Associate**

**San Diego**

[mmassone@f3law.com](mailto:mmassone@f3law.com)

D 760.814.6102



### What can I solve for you?

I specialize in labor, employment, and public agency governance. Working in these areas provides me with a wide range of knowledge and insight into how public agencies operate. I help our clients stay compliant with state and federal regulations, provide training on rules and procedures for public agencies, and conduct investigations on an array of workplace complaints.

### What's it like to work with me?

Clients know that I am organized, thorough, and always available to help them. I never feel like I am at work because I am dedicated to clients in public service. I approach labor relations with a goal-oriented mindset that ensures clients receive optimal results.

*The only thing necessary for the triumph of evil is for good men to do nothing*

*Edmund Burke*

## Overview

---

**Montana L. Massone provides counsel on the full spectrum of issues relating to labor and employment and public agency governance. Montana is adept at anticipating issues and providing clients with strategic solutions before disputes arise. If a dispute does arise Montana utilizes pragmatic and practical problem solving to resolve the conflict efficiently.**

Prior to joining F3, Montana worked with first responders as both an associate and law clerk for multiple labor and employment law firms. During law school, she worked as a law clerk with the Sacramento County Public Defender's Office, assisting in detention hearings, settlement conferences, and arguing motions.

Montana's extensive experience coupled with her proven ability to anticipate and efficiently resolve disputes, makes her a valuable asset for clients facing complex workplace challenges. Her background working with public agencies and first responders further strengthens her qualifications to navigate the intricacies of employment law.

## Education

---

- McGeorge School of Law, University of The Pacific (J.D.)
- Point Loma Nazarene University (B.A., Political Science)

## Admissions

---

### Bar Admissions

- California

## Related Services

---

- Governance & Leadership
- Employment Law
- Investigations
- Labor Relations & Negotiations