



MONTANA MASSONE

Associate

Sacramento

916.252.2903

Service Focus

- Counseling and Advice
- Employment Discrimination and Harassment
- Litigation and Trials

OVERVIEW

Montana Massone defends public employers and agencies in a wide spectrum of labor and employment matters, with a focus on arbitration, mediation, workplace investigations, and litigation involving employee discipline, misconduct, and liability under California statutes such as AB 218 and Title IX.

Drawing on more than six years of hands-on litigation and counseling experience, Montana guides school districts, government agencies, and public sector employers through sensitive internal investigations, compliance reviews, and high-stakes civil proceedings. Clients value her ability to anticipate issues before they escalate and her commitment to delivering practical, strategic solutions that protect organizational interests while fostering a culture of compliance and trust.

Before joining Fisher Phillips, Montana served as an associate attorney at a regional labor and employment firm, where she represented public employers in arbitrations,

Title IX investigations, and civil litigation involving historical sexual abuse claims. Her broad background in labor relations, policy negotiation, and compliance training informs her proactive, client-centered counsel and enables her to deliver practical guidance tailored to the evolving needs of public sector employers.

Credentials

Education

- University of the Pacific, McGeorge School of Law, J.D., 2021
- Point Loma Nazarene University, B.A., 2018

Admissions

- California

Court Admissions

- U.S. District Court for the Central District of California
 - U.S. Court of Appeals for the Ninth Circuit
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Affiliations

- Member, California State Bar Association (2021–Present)