

*Garrett M. Kitamura is a member of Parsons Behle & Latimer's litigation practice group. His sophisticated litigation practice focuses on representation of industry leaders in the corporate and agricultural sectors.*



## Garrett M. Kitamura

Associate | Boise

### Biography

Garrett M. Kitamura is a member of the litigation and employment law practice groups at Parsons Behle & Latimer. He previously worked alongside Parsons' attorneys in the firm's Summer Associate Internship program.

Garrett received his Juris Doctor from the University of Virginia School of Law. While in law school, he participated in the Child Advocacy Clinic, where he argued on behalf of juvenile clients in review hearings before the state circuit courts of Virginia. He served as Articles Editor for the Virginia Environmental Law Journal and as President of Street Law, a program where law students facilitate legal workshops for local high school students. Between his semesters in law school, Garrett performed pro bono services for Immigrant Justice Idaho.

Prior to law school, Garrett graduated from Oregon State University, where he was elected to Phi Beta Kappa and earned dual bachelor's degrees in Education and English. During his undergraduate studies, Garrett was a member of the Honors College and served as a legislative intern in the Oregon House of Representatives.

Garrett previously served as a state officer for the Oregon Future Farmers of America (FFA) Association and continues to be involved with the FFA in Idaho.

### Contact information

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### Capabilities

Agriculture  
Business & Commercial Litigation  
Employment Litigation  
Water Rights, Quality & Infrastructure  
Government Relations & Lobbying  
Employment & Labor

### Licensed/Admitted

Idaho  
U.S. Dist. Court, Dist. of Idaho  
U.S. Court of Appeals, 9th Circuit  
Oregon  
U.S. Dist. Court, Dist. of Oregon  
Utah  
U.S. Dist. Court, Dist. Of Utah  
Washington  
U.S. Dist. Court, Eastern. Dist. Of Wash.  
U.S. Dist. Court, Western. Dist. of Wash.  
U.S. Court of Federal Claims

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BEHLE &  
LATIMER**

## Accomplishments

### Professional

*Idaho Business Review* Leaders in Law Honoree, 2024

### Academic

University of Virginia School of Law (J.D., 2021)

- Virginia Environmental Law Journal, Junior Managing Board
- Recipient of the Pro Bono Challenge award

Oregon State University (B.A., Summa Cum Laude, 2018)

- Phi Beta Kappa
- *Romeo and Juliet*: Textbook Edition, Undergraduate Editor
- Honors Thesis: The Auteur Perspective of David Fincher

## Associations

### Community

Recognized by Oregon Future Farmers of America in a Past Member Spotlight, 2024

Friends of Public Television, board of directors (2023 - present)

Nampa FFA Alumni and Friends, past Vice President and current member (2021 – present)

Foundation for Idaho History, board member (2022 - 2024)

### Professional

Idaho State Bar

Oregon State Bar

Washington State Bar

American Bar Association

## Articles

Ask the Expert: Could Bereavement Leave Be Covered by the FMLA? *HR Daily Advisor*, Jan. 17, 2025

Impacts of WOTUS Rule on the Arid West, *ABA's Natural Resource & Environment Magazine*, May 6, 2024

Responding to a Complaint: Idaho, *Practical Law*, Sept. 6, 2023

Case Study: Non-Compete Agreements Remain Subject to Judicial Review for Reasonableness, Nov. 17, 2022

Idaho Employers May Be Liable for Harm Stemming from Workplace Injuries Aggravated by Employee Conduct, July 28, 2022

## Presentations

“The Uses, Risks, and Benefits of AI for HR Managers,” (April 8, 2025)

Parsons Behle & Latimer/SHRM 2025 Salt Lake City Employment Law Symposium

“I Have a Note From My Doctor” – Engaging with Employees’ Medical Providers on ADA  
Accommodation and Fitness for Duty Issues (Oct. 23, 2024)  
Parsons Behle & Latimer 2024 Idaho Employment Law Seminar

“It’s the Law: Recent Court & Administrative Decisions of Interest” (June 11, 2024)  
Idaho Water Law & Resource Issues Seminar

“The Federal Government’s Role in Washington State Water,” (May 15, 2024)  
1st Annual Eastern Washington Water Law Conference

The Major Questions Doctrine – The Supreme Court Decision *West Virginia v. EPA*, January 19, 2023  
Idaho Water Users Association