

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



## Garrett M. Kitamura

Associate | Boise

### Biography

Garrett M. Kitamura is a member of the litigation and employment law practice groups at Parsons Behle & Latimer. His diverse practice spans the federal and state courts of Idaho, Oregon, Washington, and Utah. His range of specialties are equally diverse, including water rights and water regulation; workplace anti-discrimination laws and addressing discrimination charges; government relations; and the law of defamation.

Garrett is committed to service both inside and outside of the legal community. He has partnered with local legal organizations to provide service to asylum applicants and has served on the boards of numerous state and local nonprofit organizations.

Garrett received his Juris Doctor from the University of Virginia School of Law. Prior to law school, Garrett graduated from Oregon State University and is a steadfast supporter of the Oregon State Beavers.

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

208.562.4893

[gkitamura@parsonsbehle.com](mailto:gkitamura@parsonsbehle.com)

### Capabilities

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

**EXCEPTIONAL RESULTS  
EVERY DAY**

## 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

Utah State Bar

Washington State Bar

American Bar Association

## Articles

SRBA District Court Decision: Court Clarifies Adjudication Precedent, *The Foundation for Natural Resources and Energy Law*, Water Law Newsletter, Oct. 2025

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

**EXCEPTIONAL RESULTS  
EVERY DAY**

**PARSONS  
BEHLE &  
LATIMER**

## Presentations

“Risk and Benefits of AI,” Parsons Behle & Latimer 2025 Idaho Employment Law Seminar

“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

**EXCEPTIONAL RESULTS  
EVERY DAY**

**PARSONS  
BEHLE &  
LATIMER**