

## Employment

We work with both employers and employees in connection with a broad range of workplace issues from hiring to separation. We provide advice regarding background checks, non-competition agreements, and separation agreements. We frequently counsel highly placed executives regarding terms of employment, compensation issues, and negotiation of separation agreements.

We are also experienced advocates in the areas of wrongful discharge, discrimination and sexual harassment, wage and hour violations, and faculty salary claims. We have represented employers defending putative class actions and also certain plaintiff classes. Our tools include negotiation, mediation, arbitration and litigation: we use them in whatever combination is best suited to achieving our clients' goals.

We successfully defended Alaska Airlines against a claim of disability discrimination filed in state court. We obtained an order dismissing the case before trial, and preserved the judgment on appeal. In federal court, we prevailed at trial against retaliation claims that the Department of Labor brought against Pacific Ship Repair and Fabrication. We have represented both employers and employees in connection with charges filed with the EEOC and the Washington State Human Rights Commission. We have resolved numerous other disputes through alternative dispute resolution procedures.

We also welcome the opportunity to counsel employers concerning effective management of a diverse workforce. Helping our clients avoid workplace disputes frees them to focus on more productive activities.