Perkins Coie's Labor & Employment practice, one of the largest in the West with more than four dozen attorneys, represents employers in all facets and at all stages of labor and employment relations. With sweeping geographic reach and rare substantive depth, our lawyers routinely confront some of the most challenging issues facing employers in the modern workplace.

Our labor & employment lawyers represent clients in a wide range of industries, from industrial manufacturing, transportation, forest products and construction, to retail, healthcare and high technology. Serving as trusted counselors and advisor to in-house law departments or human resource professionals is a role we treasure. In addition, our range of experience in a variety of industries allows us to provide relevant, efficient, and practical advice to accomplish business objectives expeditiously. Our lawyers understand that, as counselors and advisors, their role is to help our clients achieve their business goals, not to prolong disputes or complicate issues.

We're proud to represent some of the best known, fastest growing, and most interesting clients in the American economy, including Boeing, UPS, REI, Microsoft, Weyerhaeuser, Puget Sound Energy, Smart & Final, Starbucks, Vulcan and the Baseball Club of Seattle.

While our lawyers offer a full range of services, we are first and foremost trial lawyers with formidable experience trying cases, small and large, in federal and state courts throughout the country. Indeed, our lawyers are among the handful of lawyers anywhere in the nation who have taken employment class actions to trial – and prevailed. Moreover, we have a unique depth of experience with negotiating and administering collective bargaining agreements for some of the largest union employers in America.

And we practice what we preach. It's no accident that Perkins Coie has been consistently listed as one of the "100 Best Places to Work For" in Fortune's annual survey.

A FULL RANGE OF SERVICES

Our lawyers have a sweeping range of knowledge and experience. Indeed, there are virtually no labor or employment matters for which we can't rapidly field a first-rate team of experienced lawyers. We routinely provide a full range of services for our clients, including:

- **Counseling and Preventative Law/Training**: We provide advice on the full spectrum of employment issues, including employee discipline and background investigations and requirements under laws as diverse as FLSA, FMLA, ADA, Title VII, WARN, COBRA and their state and local counterparts.

- **Employment Litigation**: Our lawyers have substantial trial experience and regularly appear in state and federal courts around the country, to defend employers against claims of discrimination, wrongful discharge, wage-hour violations and other employment-related claims.

- **Traditional Labor**: Our labor lawyers have a singular depth of experience born from decades of experience at the bargaining table, in arbitration or before the NLRB for some of the largest union employers in America.

- **Employment Privacy**: We have particular depth of experience in counseling our clients on encrypting and protecting digital employee information to prevent disclosure when laptops, flash drives, DVDs, or other portable databases containing confidential personnel information go missing.

- **ERISA Litigation**: Our attorneys represent employers, plan administrators, and plan fiduciaries in all facets of employee benefits and ERISA litigation. We have defended cases filed on behalf of individual plaintiffs as well as class actions.

- **Noncompetition Litigation**: We have defended or attacked the application of noncompetition agreements in a variety of industries and settings, not only in injunction hearings, but at trial when necessary.

- **Workplace Investigations**: Our lawyers have informed experience in handling the most sensitive investigations – from senior executive management, to shop floor employees.

- **Workers’ Compensation**: We have broad experience in dealing with complex legal and medical issues and help large employers manage claims and additional issues relating to workers’ compensation.
Perkins Coie Named Among Top Law Firms in 2019 Chambers USA
Press Releases
Perkins Coie is proud to announce that it has again been ranked by Chambers & Partners, publishers of Chambers USA: America’s Leading Lawyers for Business, as one of the top law firms in the United States. For 2019, the firm is recognized in 52 practice areas and 139 individual attorneys.

Perkins Coie’s Kevin Hamilton and Todd Hinnen Recognized as ‘Client Service All-Stars’ by BTI Consulting
Press Releases
Perkins Coie is pleased to announce that Kevin Hamilton and Todd Hinnen were named by BTI Consulting to its Client Service All-Stars 2019 list. The annual BTI report ranks attorneys across the country for delivering “incomparable levels of client service excellence.”

Ann Marie Painter Quoted in Human Resource Executive - Here’s How Immersive Tech Will Improve Your Workforce
General News
Human Resource Executive
Ann Marie Painter was quoted in the Human Resource Executive article, “Here’s How Immersive Tech Will Improve Your Workforce,” regarding the benefits of XR in the workplace.

Confidentiality: The New Employee Arbitration Battleground
Articles
Law360
A recent decision from a National Labor Relations Board administrative law judge opened a new front in the battle against mandatory employment arbitration agreements. In Pfizer Inc., the ALJ held that such arbitration agreements may not lawfully force employees to treat the arbitration proceedings or award as confidential. The decision distinguished last year’s U.S. Supreme Court decision in Epic Systems Corp. v. Lewis, which held that the National Labor Relations Act did not prevent employers from requiring employees to individually arbitrate employment disputes.

Washington State Adopts Game-Changing Noncompetition Restrictions
Updates
As expected, Governor Jay Inslee signed legislation that will significantly restrict the use of noncompetition agreements for Washington-based employees and independent contractors.

Employer Action Recommended to Navigate New Pay Data Reporting to EEOC
Updates
Most employers have heard the news that the once-paused EEO-1 pay data reporting requirements are now live, and the deadline to respond is set for September 30, 2019.

Washington State Poised to Impose Significant Restrictions on Noncompetition Agreements
Updates
Last week, the Washington State Legislature passed a proposal that, once signed into law, will significantly restrict the use of noncompetition agreements in Washington.

Understanding the UK’s Impending “Name and Shame” Approach for Ridding Supply Chains of Forced Labor
Updates
The U.K. Modern Slavery Act of 2015, which was modeled after the California Transparency in Supply Chains Act, requires companies falling under its jurisdictional hook (and there are many) to honestly and completely disclose their efforts to eradicate trafficked, slave, indentured, coerced and child (collectively “forced”) labor from their supply chains.

Equal Pay Day: The Persistent Wage Gap and Legislative Trends
Updates
More than 50 years after the Equal Pay Act of 1963 required equal pay for equal work, a wage gap persists between similarly situated men and women in the workforce.
PRESENTATIONS

06.04.2019
2019 Labor & Employment Law Workshop
Seminars
In-house CLE / Bellevue, WA
Our workshop covered a variety of employment law topics.

06.04.2019
Has Immigration Been Made Great Again? How Immigration Has Changed for Employers
Speaking Engagements
2019 Labor & Employment Law Workshop
In-house CLE / Bellevue, WA

06.04.2019
Spring Labor & Employment Law Update
Speaking Engagements
2019 Labor & Employment Law Workshop
In-house CLE / Bellevue, WA

06.04.2019
Update on Noncompetition Agreements
Speaking Engagements
2019 Labor & Employment Law Workshop
In-house CLE / Bellevue, WA

06.04.2019
Washington’s Equal Pay Opportunity Act
Speaking Engagements
2019 Labor & Employment Law Workshop
In-house CLE / Bellevue, WA

05.10.2019
FMLA Compliance and Best Practices
Speaking Engagements
National Employment Law Institute (NELI) / San Francisco, CA

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RELATED SERVICES

PRACTICES
• Class Action Defense
• Employee Benefits & Executive Compensation
• Employment Counseling & Preventive Law
• Employment Litigation
• Employment Privacy
• ERISA Litigation
• Immigration
• Noncompetition Litigation
• School Law
• Traditional Labor
NEWS & INSIGHTS

**CLIENT UPDATE**

Washington State Adopts Game-Changing Noncompetition Restrictions
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More than 50 years after the Equal Pay Act of 1963 required equal pay for equal work, a wage gap persists between similarly situated men and women in the workforce.
Reminder of Steps Employers Must Take When Requesting Credit or Background Reports
The federal Fair Credit Reporting Act applies to employers who obtain “consumer reports” from a “consumer reporting agency” for employment purposes.

No Joke: EPCRS Voluntary Correction Program Goes Paperless on April 1, 2019
Starting April Fools’ Day, all Voluntary Correction Program (VCP) submissions and fee payments under the IRS’s Employee Plans Compliance Resolution System (EPCRS)...

California Takes Steps to Fight Sexual Harassment in the Workplace
California Governor Jerry Brown recently signed Senate Bill No. 820, enacted as California Code of Civil Procedure Section 1001, which places new restrictions on confidentiality provisions in...

IRS Charts a Path to a 401(k) Plan Student Loan Feature—Will Plan Sponsors Follow?
The IRS released a private letter ruling on August 17, 2018, in which it approved a student loan repayment benefit that was connected to an employer’s contributions to its 401(k) plan.
Labor & Employment Law Educational Seminars
Downloadable materials from previous seminars and other events relating to labor and employment matters.