



Employment

We know businesses need responsive, effective legal counsel on personnel issues.

In our Employment business practice, we work hard to help our clients establish and maintain positive, productive workplaces, while carefully managing their risks. We are known for our aggressive and comprehensive approach to employment litigation.

Areas of Emphasis

- Performance Management
- Terminations
- Workplace Accommodations
- Employment Contracts
- Enforcement of Noncompete, Nonsolicitation and Confidentiality Obligations
- Creation and Implementation of Policies and Procedures
- Employee and Management Training
- Workplace Investigations

We represent employers in employment-related litigation and administrative proceedings. For example, we represent employers in all phases of litigation, including defending claims of harassment, discrimination, wage and hour violations, failure to accommodate and retaliation. We also represent employers in administrative investigations and proceedings, including charges brought by the Washington State Human Rights Commission, the Washington Department of Labor & Industries, the Seattle Office for Civil Rights, the Equal Employment Opportunity Commission and the U.S. Department of Labor.

Additional Services

In addition to assisting clients with specific issues, we keep up with the latest in industry best practices and pass along relevant information to our clients. We offer on-site training programs and periodic client seminars, as well as available CH& Updates on many topics, including changes and case summaries in the employment law area.

[Click here to sign up for CH& Employment Law Updates.](#)

Representative Matters

Attorneys in the Employment group have represented clients in the following transactions:

- Defended national retailer against disability and religious discrimination claims brought by pro se plaintiff under both federal and Oregon state law
- Plaintiff's failure to accommodate and workers' compensation discrimination and retaliation claims dismissed on summary judgment; case dismissed prior to trial (Ninth Circuit appeal by plaintiff pending)
- Litigated disability failure to accommodate and race discrimination claim on behalf of national oil company
- Defended local health and fitness organization against discrimination and wrongful discharge claim brought in front of EEOC; claim dismissed by EEOC within 48 hours
- Mediated failure to accommodate and FLMA claim on behalf of local software company