

## Labor, Employment & Immigration

Helping you develop and maintain a satisfied and productive workforce is the primary mission of Foster Garvey's Labor, Employment & Immigration attorneys. We want you to spend less time and resources managing unproductive and disgruntled employees and more time and resources managing your business. One way we help you achieve this objective is by keeping you up-to-date about and in compliance with labor and employment laws. By staying compliant, you avoid, or at least minimize, employment disputes that can seriously disrupt your business and lead to costly litigation.

### Clients in Virtually Every Industry

Foster Garvey represents both large and small employers. We have deep experience in multiple industry sectors, such as health care, assisted living, organizations serving the developmentally disabled, Native American Tribes, municipalities, higher education, shipping, manufacturing, construction, retail, restaurants, insurance brokerages, small public entities, consulting, financial services and professional services.

### Meeting Challenges with Innovative Solutions

We believe our role as lawyers is not to focus on what you cannot do, but instead to help you find innovative ways to achieve your objectives while avoiding unnecessary legal risks. When you decide to take risks, we help you manage them.

### People Management

We all understand that compliance is an important part of the HR function. However, of equal importance today is how employers treat and motivate employees. Employers who manage employees well have a more satisfied, productive workforce and fewer employee lawsuits. Our legal advice and training focus on both compliance and people management. This focus helps you establish and maintain a strong HR function that can significantly improve your operations and bottom line.

### Service Contacts

Jared Van Kirk  
T 206.816.1372  
jared.vankirk@foster.com  
Steven R. Peltin  
T 206.447.6215  
steve.peltin@foster.com  
Diana S. Shukis  
T 206.816.1475  
diana.shukis@foster.com

### Related Professionals

Jared Van Kirk  
Silviya Borroff  
Kate Bradley  
Michael S. Brunet  
Vincent P. Cacciottoli  
P. Stephen DiJulio  
Joy Ellis  
J. Scott Galloway  
Matthew Kelly  
Alyssa A. Melter  
Kelly A. Mennemeier  
Brian A. Morrison  
John Ray Nelson  
Lesla Olsen  
Steven R. Peltin  
Leo C. Peng  
Diana S. Shukis  
Stephanie Simmons  
Bob C. Sterbank  
Shirley Stores  
Chloe Thompson  
Villagomez

### Areas Of Focus

Immigration

### Tailored Training Sessions

Foster Garvey believes strongly in the value of employment-related trainings. Training is a cost-effective way for a business, particularly its managers, to learn how to knowledgeably and successfully prevent and resolve a variety of workplace issues. Our training sessions provide practical, easy-to-understand content and are tailored for the particular audience. The sessions mix lecture, visuals and audience participation. Real-world scenarios are worked through by participants, equipping them with practical tools. Participants consistently rate our trainings very highly and our speakers are considered some of the best in their fields. These training programs cover a broad spectrum of topics. Those commonly requested include the following:

- Basic managerial skills such as interviewing and hiring, performance reviews, and discipline and termination
- Proper administration of injured and ill workers, including Family and Medical Leave Act and Washington State's Family Care Act basics, Americans with Disabilities Act and state disability law, and managing chronic absenteeism
- Wage and hour basics including employee classification, meal and rest periods, on-call and travel time, and working off the clock
- Investigating harassment and other complaints
- Preventing harassment/discrimination
- Guidelines for legally permissible conduct by managers encountering union-organizing activity
- Preventing and addressing workplace violence, fraud and theft
- Diversity and cultural awareness seminars and workshops

Foster Garvey is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP<sup>SM</sup> or SHRM-SCP<sup>SM</sup>. For more information about certification or recertification, please visit [www.shrmcertification.org](http://www.shrmcertification.org).

Labor Advice

### Related Services

Artificial Intelligence

Business & Corporate  
Finance

Emerging Companies

Employee Stock Ownership  
Plans

Family-Owned & Closely  
Held Businesses

Labor & Employment  
Litigation

Mergers & Acquisitions

## Blog Posts

City of Seattle Releases Rules for Hotel Employee Protections

*Duff on Hospitality Law*, 5.21.20

Healthcare Workforce Resilience Act

*Cross Border Business Law Blog*, 5.14.20

Washington Paid Family & Medical Leave Act: What Employers Need to Know to Be in Compliance

*Duff on Hospitality Law*, 6.5.19

Washington Employers: Your Non-Competes May Soon Be Nonbinding

*Family Business Bulletin*, 4.30.19

Washington Employers: Your Non-Competes May Soon Be Nonbinding

*Duff on Hospitality Law*, 4.30.19

Washington Employers: Your Non-Competes May Soon Be Nonbinding

*Cannabis Business Blog*, 4.30.19

2018 Worksite Enforcement Investigations by U.S. Immigration & Customs Enforcement Already Double 2017 Total

*Cross Border Business Law Blog*, 5.17.18

The Tip Pooling Saga: What Employers Need to Know with Tip Pooling Being Legal Once Again

*Duff on Hospitality Law*, 4.6.18

What Requirements Washington Employers Need to Know About State Paid Sick Leave Law That Becomes Effective January 1, 2018

*Duff on Hospitality Law*, 12.12.17

Updated Form I-765 Allows Applicant to Request Social Security Number Without Having to File Separate Request with the Social Security Administration

*Cross Border Business Law Blog*, 10.24.17

Now Effective: USCIS Resumes Premium Processing for H-1B Petitions Selected Under Fiscal Year 2018 Cap

*Cross Border Business Law Blog*, 9.27.17

Department of Homeland Security Will Require In-Person Interviews at Local USCIS Field Offices for Employment-Based Lawful Permanent Residence Applicants Beginning October 1, 2017

*Cross Border Business Law Blog*, 9.1.17

Predictable Work Schedules: Oregon Blazes a Trail

*Duff on Hospitality Law, 7.7.17*

Seattle's Initiative 124 Is Here to Stay – Do You Know What Claims Your Insurance Policy Will Cover?

*Duff on Hospitality Law, 6.26.17*

Direct Employer or Joint Employer – Isn't Employment Just Employment?

*Duff on Hospitality Law, 4.27.17*

Introduction of International Entrepreneur Parole

*Cross Border Business Law Blog, 2.27.17*

The Increase in Form I-9 Penalties and What It Means for Employers

*Cross Border Business Law Blog, 2.10.17*

The New 2016 Form I-9: Smart, Flat and Complicated

*Duff on Hospitality Law, 1.4.17*

What Employment Law Changes Should We Expect From the Trump Administration? Ask the Magic 8 Ball

*Duff on Hospitality Law, 12.2.16*

The New Overtime Regulations Are on Hold

*Duff on Hospitality Law, 11.23.16*

Still Looming – The Regulations Regarding Overtime Exemptions

*Duff on Hospitality Law, 11.7.16*

Initiative I-124: Look Beyond the Title

*Duff on Hospitality Law, 8.11.16*