

## Steven R. Peltin

Principal

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Steve has more than 35 years of experience counseling and defending employers in connection with local, state and federal laws. He also represents employers in court and before administrative agencies.

His advice practice is dedicated to helping employers solve problems such as employee discipline and discharge, leaves of absence, discrimination and harassment claims, and threats of employee violence.

Steve prepares and negotiates employment, confidentiality and non-compete agreements. He also counsels executives and professionals on employment and separation agreements, and assists with corporate transactions such as purchases and sales of businesses. Steve also advises boards of directors, and their executives, on employment, management and governance issues.

Steve has extensive litigation experience and represents public and private employers in lawsuits claiming discrimination, harassment, wrongful discharge and violations of wage and hour, employee benefits, trade secrets and non-compete obligations. He also appears before local, state and federal administrative agencies and arbitrators in employment and labor matters.

### Services

Labor, Employment & Immigration  
Labor & Employment Litigation  
Financial Services  
Charitable & Tax-Exempt Organizations  
Consumer Brands  
Food & Beverage  
Luxury Law  
Tribal Governments & Enterprises

### Admissions

Washington, 1999  
Illinois, 1983 (inactive)

## Education

J.D., Cornell Law School (*cum laude*), 1983

B.A., University of Wisconsin-Madison (with distinction), 1978

- Phi Beta Kappa

## Clerkships

U.S. District Court for the Western District of Wisconsin, Law Clerk for the Hon. John C. Shabaz, 1982-1983

## Honors & Recognition

*The Best Lawyers in America*®

- Labor Law – Management, 2012-present
- Litigation – Labor & Employment, 2013-present

Best in the Business: Leading Lawyers in the Puget Sound Region, *Seattle Business* magazine

- Labor – Management, 2013
- Litigation – Labor & Employment, 2013

## Community Activities

Seattle Theatre Group, Board Member 2002-present

Chair, 2022-present

President, 2020-2022

## News

Client Highlight: Seattle Indian Health Board's Acquisition of a Crucial Rehabilitation Facility  
*Foster Garvey Newsroom*, 9.6.23

57 Foster Garvey Attorneys Recognized Among the 2024 Best Lawyers in America; Two Portland Attorneys Named 'Lawyer of the Year'  
*Foster Garvey Newsroom*, 8.17.23

45 Foster Garvey Attorneys Recognized Among *The Best Lawyers In America*®  
*Foster Garvey Newsroom*, 8.18.22

Steve Peltin Shares Best Practices for Terminations in the Remote Environment in *Inc. Magazine*, 2.18.22

38 Attorneys Named 2022 Best Lawyers in America; 11 Named Best Lawyers: Ones to Watch *Foster Garvey Newsroom*, 8.19.21

43 Attorneys Named 2021 *Best Lawyers in America*; 10 Named Best Lawyers: Ones to Watch *Foster Garvey Newsroom*, 8.20.20

Seattle Indian Health Board Research Helps Create Government Task Force for Missing and Murdered American Indians and Alaska Natives  
*Foster Garvey Newsroom*, 1.7.20

Increasing Civic Engagement Through Technology Platforms  
*Foster Garvey Newsroom*, 2019

50 Foster Garvey Attorneys Named 2020 *Best Lawyers in America*  
*Foster Garvey Newsroom*, 8.15.19

Cenorin Closes Sale of AquaGuard Division  
*Foster Garvey Newsroom*, 11.1.18

## **Speaking Engagements**

"Home Is Where the Employee Is," The Seminar Group's 25th Annual Labor & Employment Law Conferences  
Speaking Engagement  
Seattle, WA, 8.19.22

"Home Is Where the Employee Is," Managing Multi-State Employees, CLE Seminar Event  
Virtual Event, 4.26.22

"Working From Home – A Panel Discussion," The Seminar Group's 24th Annual Labor & Employment Law Conference  
Speaking Engagement  
Seattle, WA, 8.19.21

"#METOO and the Role of the CU Board," Montana Credit Union - 2021 Directors' Conference  
Speaking Engagement  
Lewistown, MT, 8.7.21

"Employment Law Challenges During (or After) the Pandemic: Returning Employees to the Office or Managing Them at Home," NASCUS (The National Voice of the State Credit Union System)

Webinar

5.28.20

"Hospitality Employment Law Challenges: Returning Employees to the Workplace"

Webinar

Virtual Event, 5.27.20

"Tribal Employment Law Challenges: Returning Employees to the Workplace"

Webinar

5.8.20 and 5.11.20

"Legal Update Regarding Issues Arising in the Pandemic Environment," Washington Trucking Associations Webinar

Webinar

4.27.20

"Evaluating Potential Employee Violence: Protecting the Employer and Co-Workers," Lorman Education Services

Speaking Engagement

October 2016 and October 2019

"Workplace Violence and Bullying," 22nd Labor & Employment Law Conference

Speaking Engagement

Seattle, WA, 8.22.19

"#MeToo and the Corner Office - The Credit Union CEO's (or Regulator's) Role in Preparing for and Responding to Sexual Harassment Claims," National Association of State Credit Union Supervisors State System Summit 2019

Speaking Engagement

San Francisco, CA, 8.13.19

"Effective Strategies for Performance Management," Association of Washington Housing Authorities

Speaking Engagement

May 2019

"Where Governance and Employment Law Meet," Credit Union Association of the Dakotas Directors College

Speaking Engagement

Fargo, ND, 4.11.19

"Effective Strategies for Performance Management," Lorman Education Services Webinar  
Speaking Engagement  
April 2019

"Where Governance and Employment Law Meet," NASCUS Michigan Directors' College  
Speaking Engagement  
April 2019

"Workplace Investigations in the Age of #MeToo"  
Webinar  
11.27.18

"Interviewing and Hiring," 21st Annual Labor & Employment Law Conference, The Seminar  
Group  
Speaking Engagement  
August 2018

"Is Your Workplace Ready for Washington State's New Employment Laws?"  
Webinar  
5.15.18

"Top New Employment Law Developments Affecting Washington Housing Authorities,"  
Association of Washington Housing Authorities Spring 2018 Meeting  
Speaking Engagement  
May 2018

"Symposium on Current Issues in Credit Union Board Governance"  
Event  
Seattle, WA, 9.15.17

"Seattle Ordinances Affecting Employers – Hear from the City"  
Event  
Seattle, WA, 5.4.17

"Reasonably Accommodating Employees With Disabilities: Fulfilling Legal Duties and  
Addressing Management Challenges," International Association of Venue Managers Region  
Conference  
Speaking Engagement  
May 2017

"Top 3 Employment Law Issues That Should Keep You up at Night," Northwest Credit Union  
Association, MAXX Annual Convention  
Speaking Engagement  
Seattle, WA, 10.13.16

"Politics and the Workplace"

Webinar

10.11.16

"Employment Law Considerations for New U.S. Employers," Chinese Chamber of Commerce of Washington State

Speaking Engagement

October 2016

"Bullying and Violence in the Workplace: Legal and Practical Considerations," Washington Housing Authorities Accounting Professionals Conference

Speaking Engagement

September 2016

"FMLA and Leave Law Update," 19th Annual Labor & Employment Law Conference, The Seminar Group

Speaking Engagement

8.26.16

"Legalization of Marijuana: Impact on the Washington Workplace"

Webinar

6.14.16

"Bullying and Violence in the Workplace: Legal and Practical Considerations," Association of Washington Housing Authorities

Speaking Engagement

April 2016

"Top Emerging Issues in Employment and Labor Law," 2015 WHAAP Annual Conference

Speaking Engagement

Spokane, WA, 10.8.15

"Employee Handbooks: 2015 and Beyond," American Public Power Association

Speaking Engagement

9.30.15

"Top 3 Employment Law Issues for 2015 That Should Keep You up at Night," Foster Pepper's 10th Annual Bankers Briefing

Event

Seattle, WA, 5.21.15

Is Your Employee Handbook Ready for Prime Time?

Event

Seattle, WA, 4.21.15

Privacy in the Workplace: Managing Employees in the Digital Age  
Event  
Seattle, WA, 11.18.14

"The Alphabet Soup of Federal Employment Law," Tribal Employment Rights & Law:  
Sovereignty, Jurisdiction and Best Practices  
Speaking Engagement  
July 2014

"Social Media and the Workplace - Protecting the Hospital in the Digital Age," Washington State  
Hospital Association's NW Council's Hot Topics Meeting  
Speaking Engagement  
Edmonds, WA, 6.6.14

### **Legal Alerts**

U.S. Department of Labor Sets New Salary Thresholds for 2024 and Beyond  
5.15.24

Breaking Update: FTC's Noncompete Ban and What It Means for Washington  
4.24.24

Important Changes to Washington's Noncompete Law  
3.25.24

What Employers Should Know About the NLRB's New Joint Employer Rule  
3.13.24

2024 "To-Do" List for Employers  
1.11.24

Form I-9 Practice Alert: End of COVID-19 Flexibility for Virtual Document Reviews  
7.28.23

Washington Labor Law Change  
3.7.23

Washington's "Silenced No More Act" Limits Use of Nondisclosure and Nondisparagement  
Agreements  
*Foster Garvey Newsroom, 7.7.22*

Extended Rights for "High-Risk" Employees in Washington State  
7.31.20

OSHA Imposes New Requirements on Employers to Investigate Potential Transmission of COVID-19 in the Workplace

5.20.20

City of Seattle Releases Rules for Hotel Employee Protections

5.18.20

New Proclamation from Governor Inslee Empowers “High-Risk” Employees and Creates New Duties for Washington Employers

4.16.20

New Washington Law Restricts Use and Enforcement of Noncompete Agreements

5.21.19

NLRB Permits Employers to Impose Stricter Workplace Rules

8.7.18

U.S. Department of Labor Issues New Guidelines for For-Profit Corporate Internship Programs

2.8.18

Family and Medical Leave Guide for Washington Employers

July 2017

Department of Labor Targets Use of Independent Contractors

*Foster Pepper News Alert*, 7.31.15

NLRB: Employers Cannot Ban Employees From Using Company’s Email System for Union-Related Communications

*Foster Pepper News Alert*, 12.17.14

Washington Supreme Court Recognizes Joint Employer Liability Under the Washington Minimum Wage Act

*Foster Pepper News Alert*, 8.7.14

Employers Should Confront Threats of Workplace Violence

*Foster Pepper News Alert*, 8.23.13

Employee or Independent Contractor? Washington Supreme Court Changes the Rules – Part Two

*Foster Pepper News Alert*, 7.25.12

Employee or Independent Contractor? Washington Supreme Court Changes the Rules

*Foster Pepper News Alert*, 7.23.12

Interns & Volunteers: Do We Really Have to Pay Them?

*Foster Pepper News Alert*, 7.15.11



Unsafe at Any Speed: Unauthorized Passengers in Employer-Owned Vehicles May Sue Employer for Driver's Negligence  
*Foster Pepper News Alert*, 2.26.11

## **Publications**

"Wage Transparency Legislation Brings Unique Challenges and Benefits for Employers," *Radio Matters Blog*  
*Radio Matters Blog*, 5.2.23

"Wash. Noncompete Reform: What Employers Need To Know," *Law360*  
*Law360*, 6.14.19

"Effective Negotiation of Executive Employment Agreements," *Inside the Minds: Negotiating and Employment Agreements, Leading Lawyers on Constructing Effective Employment Contracts 2012*

"Employers: Beware of High School Diploma Requirements," *WIB HR & Training Digest*  
*WIB HR & Training Digest*, February 2012

"Telecommuting: Legal and Management Risks for Employers"  
*Corporate Counsel Magazine*

"Reducing Telecommuting Management Risks"  
*National Underwriter*

## **Experience**

### **Representative Work: Cases**

Won jury trial for an employer accused of age discrimination by laid-off union employee.

Prevailed in hearing before the U.S. Department of Labor brought by a union business agent who claimed that the company conspired with the union to discharge him.

Co-counsel in class action claiming pay for commuting in company vehicle; certification defeated and individual claim resolved promptly.

Co-counsel for large employers in two U.S. Department of Labor collective actions claiming that employees worked off the clock; summary judgment obtained in one case, and the other settled favorably.

Won summary judgment on discrimination / harassment claims for financial services companies.

Obtained temporary restraining orders in two cases where employees refused to return computerized documents and information.

Won summary judgment on sex bias claim by male employee of performing arts client.

Convinced OSHA that a safety whistleblower on a construction site was not subject to a hostile work environment.

Obtained anti-harassment orders against former employees.

Defended company in ERISA cases brought by former executive seeking payments under a Supplemental Executive Retirement Plan and by pension funds seeking payment of withdrawal liability.

**Representative Work: Transactions**

Employment and labor counsel in sales of business, including due diligence, drafting of purchase agreement language, preparation of offer letters, executive employment agreements and employee communications.

Assistance to client in reductions in force.

Counseling of clients facing threat of workplace violence.

Creation of documentation for background investigations, hiring, leaves of absence, requests for disability accommodation, last chance agreement and severance agreements.

Preparation of policies such as travel pay, use of cell phones and social media.

Management training on employment law topics, including avoiding harassment and discrimination, performance management, and hiring.

Advice to and training of boards of directors on employment and governance issues.