



KATHY L. FELDMAN

Shareholder

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PRACTICE AREAS

Labor & Employment
Litigation

Kathy L. Feldman has focused her practice on Employment law, helping clients navigate issues ranging from employment agreement negotiation to breach of contract litigation.

Kathy counsels employers on matters such as sexual harassment, discrimination, wage and hour requirements, the Family Medical Leave Act, personnel policies and procedures, investigation of personnel complaints, the Americans with Disabilities Act, and hiring practices. She has developed innovative strategies to help clients reduce the likelihood of litigation and has extensive experience drafting personnel handbooks, employment forms, employment agreements and other personnel documents.

Kathy regularly conducts investigations into sexual harassment, disability discrimination and other workplace misconduct. She has completed a specialized and comprehensive seminar on Conducting Title IX Investigations. Kathy's experience includes conducting faculty and student investigations in higher education universities for cases dealing with student bullying, discrimination, and sexual assault and sexual harassment. She also trains supervisors and managers on best practices when conducting investigations.

Her litigation practice encompasses all types of employment-related claims in state and federal courts. Her litigation experience includes sex and age discrimination, sexual harassment, disability, contract disputes, wrongful termination, and breach of employment agreements, including non-competition and non-solicitation clauses.

She is widely recognized as an accomplished employment attorney. She has been named a "Best Lawyer in America" every year since 2012, and as a Washington "Super Lawyer" every year since 2012. She has also been named one of "Washington's Most Amazing Attorneys" in Labor and Employment Law by CEO Magazine and nominated as a "Top Lawyer in the Puget Sound" by *Seattle Business* magazine.

REPRESENTATIVE MATTERS:

- **Laura Curvin v. T-Mobile USA, Inc.** King County Superior Court, State of Washington, Case No. 16-2-30232-7 SEA. Represented T-Mobile USA, Inc. in a gender discrimination and retaliation claim brought by a former employee. Kathy's investigations into the performance of the former employee and the grounds for termination led to the case being settled at mediation
- **R. Cavin v. Volunteers of America Western Washington**, United States District Court, Western District of Washington at Seattle, Case No. 2:09-01527-JCC. Represented a large non-profit organization in successful resolution of a claim by plaintiff alleging violations of the Americans with Disabilities Act and Washington Law Against Discrimination
- **Precor, Inc. v. Larry Domingo, et al.**, King County Superior Court, State of Washington, Case No. 09-2-42186-2SEA. Represented a fitness equipment manufacturer in successful resolution of a claim by plaintiff alleging breach of agreement, tortious interference with contract, and violations of the Washington Trade Secrets Act
- **Schoenleber, et al. v. Securitas Security Services USA, Inc.**, Spokane County Superior Court, State of Washington Case No. 2007-02-01493-9. Successful resolution by Offer of Judgment in favor of defendant of a claim by plaintiffs alleging breach of contract and accounting in sale of business
- **Selchow v. Hewlett Packard Company**, United States District Court, Western District of Washington at Tacoma, Case No. C05-5683-RBL. Represented Hewlett Packard Company in successful resolution of a claim by plaintiff alleging wrongful termination, disability discrimination, retaliation and ERISA violations
- **Barker v. Advanced Silicon Materials**, Grant County Superior Court, State of Washington, Case No. 02-2-00262-1. Obtained a defense judgment, after trial, in favor of a large industrial plant in connection with a wrongful discharge claim brought by a former employee who had been fired after being accused of misconduct
- **Barker v. Advanced Silicon Materials**, Grant County Superior Court, State of Washington, Case No. 02-2-00262-1. Obtained a summary judgment dismissal, before trial, of a sex discrimination claim in favor of a large industrial plant
- **Casper v. Securitas Security Services USA, Inc.**, King County Superior Court, State of Washington, Case No. 04-2-30721-0 KNT. Secured a summary judgment dismissal of a wrongful termination claim in favor of a large security services company brought by a former employee who had been fired after being accused of misconduct
- **Beaudine v. Securitas Security Services USA, Inc.**, United States District Court, Western District of Washington, Case No. C04-0936. Represented a large security services company in successful resolution of a lawsuit brought by plaintiff alleging a violation of the Uniformed Services Employment and Reemployment Rights Act of 1994 ("USERRA")
- **Barbara Gary and Juan Gary v. Securitas Security Services USA, Inc.**, King County Superior Court, Washington State, Case No. 03-2-34848-1SEA. Secured summary judgment dismissal of a wrongful termination claim brought by a former employee who had been terminated for misconduct

PRESENTATIONS & PUBLICATIONS:

- Speaker, "Workplace Investigations" Webinar, (March 2023)
- Speaker, "Update on: Americans with Disability Act Amendment Act," *Ater Wynne Employment Seminar*, (December 2011)
- Speaker, "Top Ten Employment Issues for 2011", *Ater Wynne Employment Law Seminar*, (December 2011)
- Speaker, "Family and Medical Leave Act," *Lorman CLE Presentation*, (November 2011)
- Speaker, "Americans with Disabilities Act: Basics in Washington," *Northwest Public Power Association's Annual NW Wage & Hour Meeting*, (October 2011)
- Author, "Social Media: New Opportunities and Headaches," *Washington Healthcare News*, (June 2010)
- Author, "Update Your Policies Now to Comply with ADAAA," *Washington Healthcare News*, (February 2009)
- Author, "Medical Facility: Cure Thyself. Look for the Symptoms of Employment Discrimination," *Washington Healthcare News*, (June 2008)
- Author, "Understand the Employment Law Surrounding Medical Leave and Disability in a Leanly Staffed Medical Practice," *Washington Healthcare News*, (February 2008)
- Author, "Workplace Violence in Hospitals: When Caregivers Become Victims," *Washington Healthcare News*, (November 2007)
- Speaker, "Top Ten Employment Issues for 2005," *Ater Wynne Employment Law Roundtable*, (December 2005)
- Speaker, "The New Federal Overtime Regulations," *Ater Wynne Employment Law Roundtable*, (June 2004)
- Legal Update: Employment Issues 2003, *Washington State Association of Healthcare Recruiters*, (November 2003)

PROFESSIONAL & CIVIC ASSOCIATIONS:

- American Bar Association
 - Labor and Employment Section
- King County Bar Association
 - Labor and Employment Section
- Society for Human Resource Management
 - National and Seattle Chapters
- Washington State Healthcare Human Resources Association
- Member of Association of Title IX Administrators
- Association of Workplace Investigators

BAR & COURT ADMISSIONS:

- Washington State Bar
- U.S. District Court, Western District of Washington

EDUCATION:

- J.D., Villanova University School of Law
- B.A., *cum laude*, University of Pennsylvania

