INSLEE BEST



Katherine F. Weber

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Bio

Focusing on employment and labor law, Kathy represents employers and employees in a wide range of employment-related issues, including discrimination, sexual harassment, disciplinary determinations, wrongful termination, wage-and-hour issues and unfair competition claims. She advises clients on matters involving the Fair Labor Standards Act, the Washington Minimum Wage Act, the Americans with Disabilities Act, the federal and state anti-discrimination laws, the federal and state Family and Medical Leave Acts, the National Labor Relations Act and the Public Employees' Collective Bargaining Act. Kathy assists clients in drafting, negotiating and implementing employment contracts and manuals and provides individual training and education programs for employers. She also represents employers in labor negotiations and disputes, including representation questions, contract and disciplinary grievances and unfair labor practice charges.

Kathy regularly serves as an independent fact-finding investigator, for purposes of investigating workplace complaints, conflict and disputes. She has performed over 200 investigations for both public and private employers, and her investigations have included high profile and complex cases and a wide variety of employment issues and concerns.

Education

- J.D., Seattle University School of Law, *cum laude*, 1996
- B.A., Washington State University, *cum laude*, 1992

Publications & Presentations

- Treasury Department, IRS and Department of Labor Announcement Regarding Implementation of Covid-19 Emergency Paid Leave and Employers' "Swift Recovery" of Associated Costs, March 2020
- Legal Development: Families First Coronavirus Response Act, March 2020
- New State Restrictions on Non-Competition Agreements, October 2019
- The New Washington Paid Family and Medical Leave Law is Here. . . . (*Sort Of*), November 2018
- Coming in 2018: Mandated Paid Sick Leave for All Employers, April 2017
- Speaker, Government Law for Public and Private Practitioners, Conducting Government Employee Investigations, July 2016
- Speaker, CEO Luncheon, Employment Law Primer; Emerging Issues and Ongoing Pitfalls, Washington State Chapter Community Associations Institute, June 2013

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- Speaker, Spring Conference, Employment Hot Topics; What Public Employers Should Know, Washington Association of Sewer and Water Districts, April 2009
- EEOC Poised to “Crack Down” on Employer’s Consideration of Arrest and Conviction Records in Employment Decisions, (2013)
- The Effects of I-502 and the “Decriminalization” of Recreational Marijuana Use Upon the Workplace, (2012)

Bar/Court Admissions

- Admitted Washington, 1996
- Admitted U.S. District Court, 1996

Professional & Civic Involvement

- American Bar Association, *Member*
- King County Bar Association, *Member,Labor and Employment Law Section, Member*
- Washington State Bar Association, *Member*
- East King County Bar Association, *Past President, President, Vice President, Secretary and Trustee*
- Bellevue Chamber of Commerce, *Member*
- Washington State Chapter Community Associations Institute, *Member*
- Association of Workplace Investigators, *Member*

Honors, Awards & Special Recognition

- Named to National Registry of Who's Who
- Named *Rising Star* by Washington Law Politics, 2007 & 2009

Representative Matters

- Represented a large property management company in connection with an extensive investigation initiated by the EEOC into a charge of race and age discrimination at one of the employer’s properties. Represented the employer during each stage of the investigation, including all communications with the EEOC and the interview of its management employees (its “speaking agents”). Worked closely with the client to provide compelling evidence to rebut the charge, ultimately obtained a “no cause” finding from the EEOC. The claimant did not further pursue her claims following the employer’s successful defense of her EEOC charge.
- Prevailed on appeal, in a dispute between a client and its former employer regarding the award of unemployment benefits to the former employee, establishing that the employee had “quit without good cause” and therefore was not entitled to unemployment benefits.
- Successfully advanced wage-and-hour and wrongful termination claims of an executive employee against his former national employer. Negotiated a six-figure settlement, as well as other desired assurance and protections for his benefit, without having to file a claim.

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- Successfully defended a municipal client against an unfair labor charge alleging refusal to bargain, direct dealing and domination of union. Resolved all issues in favor of client.
- Successfully defended a municipal client in a contract grievance arbitration, which asserted that the city had violated a contract provision promising “no further layoffs” when it failed to fill budgeted unit positions. Grievance was denied.
- Assisted a client, through a petition for clarification of a bargaining unit, in obtaining the decertification of a bargaining unit consisting of one employee. Prevailed in establishing that the reduction in force was not temporary and that the bargaining unit was not appropriate.
- Represented client in connection with the multimillion dollar sale and transfer of its nursing care-assisted living facilities, real property, operations and licenses.