

Diana S. Shukis

(she/her)

Firm Co-Chair and Principal

1111 Third Avenue
Suite 3000
Seattle, WA 98101

T 206.816.1475
F 206.464.0125
diana.shukis@foster.com



Diana partners with employers to address the wide range of personnel and management issues that arise for every business including discrimination and harassment, wage and hour, leave of absence and accommodation, and noncompetition, confidentiality and trade secret matters.

Diana provides advice, counseling, and represents employers in litigation and administrative actions with a business-minded and practical approach.

In her advice and counseling practice, Diana focuses on ensuring employers get the help they need when they need it -- from creating and implementing policies and procedures to providing key timely advice during volatile workplace situations and everything in between. She offers clients tailored manager and employment training on a full complement of employment-related topics, including anti-harassment and effective discipline.

Education

J.D., University of Oregon School of Law, 1999

- *Oregon Law Review*, Staff Member, 1997-1998

B.A., Michigan State University (with honors), 1994

Services

Labor, Employment & Immigration
Alternative Dispute Resolution
Family-Owned & Closely Held Businesses
Hospitality, Travel & Tourism
Labor & Employment Litigation
Litigation
Transportation & Logistics

Admissions

Washington
U.S. District Court, Eastern District of Washington
U.S. District Court, Western District of Washington
U.S. Bankruptcy Court, Western District of Washington
U.S. Court of Appeals for the 9th Circuit

Honors & Recognition

Chambers USA (Washington), Leading Individual, Labor & Employment, 2017-2018

The Best Lawyers in America® Employment Law – Management, 2013-present; Labor & Employment Law, 2013-2016

Rising Star, Washington Super Lawyers, 2004-2013

- Rising Star, *Super Lawyers Washington Women's Edition*, 2013

Professional Activities

Foster Garvey, Firm Co-Chair, 2020-present

Foster Garvey, [Opportunity & Progress Council](#), Member, 2020-present

Society for Human Resource Management, Member

Washington Lodging Association, Member

Community Activities

Mother Attorney Mentoring Association of Seattle, Former Board Member

The Learning Tree, Board Member

Experience

Secured defense verdict in a discrimination and retaliation lawsuit

Secured defense verdict in a discrimination and retaliation lawsuit by a former employee of regional public entity in King County Superior Court. Result was not appealed.

Advises human resource professionals and executives

Advises human resource professionals and executives regarding sensitive employment terminations and workplace issues.

Obtained summary judgment in favor of an employer in a race discrimination and retaliation lawsuit

Obtained summary judgment in favor of an employer in a race discrimination and retaliation lawsuit filed by a former employee in King County Superior Court.

Obtained summary judgment in favor of individual manager sued in sexual harassment and retaliation lawsuit

Obtained summary judgment in favor of individual manager sued in sexual harassment and retaliation lawsuit filed by former direct report in King County Superior Court.

Defended an employer against charges of sex discrimination and retaliation in an administrative action

Successfully defended an employer against charges of sex discrimination and retaliation in an administrative action resulting in the agency finding of no reasonable cause to determine the employer discriminated or retaliated against a former employee.

Defended an employer in a disability discrimination and retaliation lawsuit

Defended an employer in a disability discrimination and retaliation lawsuit resulting in a favorable settlement.

Defended an employer in a U.S. Department of Labor wage and hour audit

Successfully defended an employer in a U.S. Department of Labor wage and hour audit resulting in a positive resolution.

Obtained temporary restraining orders and preliminary injunctions to stop a client's former employees from violating non-compete agreements

Obtained temporary restraining orders and preliminary injunctions to stop a client's former employees from violating non-compete agreements and misappropriating trade secrets.

News

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

Foster Garvey's Policy Aimed at Creating a More Inclusive Workplace Highlighted in *Best Lawyers*
Best Lawyers, 6.17.21

Foster Garvey's Declared Name and Pronouns Policy Featured in *Law360*
Law360, 6.15.21

Foster Garvey Celebrates Diversity and Supports Inclusion With Declared Name and Pronouns Policy
Foster Garvey Newsroom, 6.14.21

Foster Garvey Salary Restorations Mentioned in The Mid-Market Report; Diana Shukis Quoted
The Mid-Market Report (Law.com), 11.6.20

Foster Garvey Celebrates Its One-Year Anniversary
Foster Garvey Newsroom, 10.1.20

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

Foster Garvey Stands Against Racism, Bias and Hate, and We Are Taking Action
Foster Garvey Newsroom, 7.8.20

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

Speaking Engagements

"So Much Information – So Many Requests for It!" Association of Washington Cities Labor Relations Institute
Speaking Engagement
Virtual Event, 5.7.21

"Personnel Challenges Relating to the Global Pandemic," Washington Public Ports Association
2020 Virtual Finance Seminar
Speaking Engagement
Virtual Event, 12.9.20

4th Annual Family and Closely Held Business Summit
Co-sponsored event
Seattle, WA, 10.25.18

"Paycheck or Pinksip?" Moderator, Transportation Intermediaries Association, TIA 2015 Capital Ideas Conference & Exhibition
Speaking Engagement
Orlando, FL, 4.16.15

"Policy Hash: A Review of Seattle's Minimum Wage and Wage Theft Ordinances," Panel Member, Seattle Chamber of Commerce
Speaking Engagement
Seattle, WA, 4.9.15

"Discussion re Seattle's Minimum Wage Ordinance," Panel Member, Seattle Hotel Association
Speaking Engagement
Seattle, WA, 3.26.15

"Avoid the Department of Anti-Labor. Make the FLSA Framework work for you," Transportation Intermediaries Association, TIA 2014 Great Ideas Conference & Exhibition
Speaking Engagement
Tuscon, AZ, 4.10.14

"TIA Operations Committee Meeting," Panel Member, Transportation Intermediaries Association, TIA Fall Meeting 2013
Speaking Engagement
Houston, TX, 11.17.13

"Employment Liabilities. Addressing the challenges of employee classification & independent contractors," Transportation Intermediaries Association, 2013 TIA Convention and Trade Show
Speaking Engagement
Las Vegas, NV, 4.12.13

Legal Alerts

Surging Unemployment Claims Pose New Challenges to Employers – Are You Ready?
4.24.20

Updates on the New Federal Paid Sick Leave and Paid Child Care Leave Laws
4.1.20

COVID-19 and the Workplace: What an Employer Should Know About the New Federal Leave Laws
3.24.20

The Wait Is Over – The New Overtime Rules Are Here: The Reconfiguration of Your Compensation System Is Just Beginning
5.19.16

Update on Seattle Wage Theft Prevention and Harmonization Ordinance
3.8.16

Employer Alert! Washington Passes Social Media Privacy Law
6.12.13

Publications

Foster Garvey COVID-19 Resource Center
3.18.20

Thought Leader Forum: Workplace Harassment
Puget Sound Business Journal, 2.16.18