

## Steven R. Peltin

Principal

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Steve's practice covers the gamut of employment and labor law. 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.

Steve is active in the community and is currently the President of the Board of Directors for the Seattle Theatre Group.

### Services

Labor, Employment & Immigration  
Labor & Employment Litigation  
Financial Services  
Charitable & Tax-Exempt Organizations  
Native American Law

### Admissions

Washington, 1999

## 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, President, 2020-present

## News

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*, 19

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

"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  
Virtual Event, 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  
Virtual Event, 5.11.20

"Tribal Employment Law Challenges: Returning Employees to the Workplace"  
Webinar  
Virtual Event, 5.8.20

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

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

"Effective Strategies for Performance Management," Lorman Education Services Webinar  
Speaking Engagement  
Virtual Event, 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

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

'My Ex-Employee Did What?' - Preventing and Addressing Post-Employment Misconduct  
Event  
Seattle, WA, 10.14.15

"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

"Thriving Through Legal Resilience," Washington State Nonprofit Conference  
Speaking Engagement  
Bellevue, WA, 5.13.15

Association of Washington Housing Authorities 2015 Spring Meeting  
Speaking engagement  
SeaTac, WA, 4.30.15

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

Bullying and Violence in the Workplace: Prevention and Intervention Strategies  
Event  
Seattle, WA, 3.12.14

"Filling the Empty Chairs: Legal and Effective Hiring," Northwest Marine Trade Association - Professional Development Series  
Speaking Engagement

"What You Should Know About Executive Director Employment Agreements," Association of Washington Housing Authorities  
Speaking Engagement

Legalization of Marijuana - The Impact on Washington Employers  
Speaking Engagement

Employment Discrimination Law – Hear From the Agencies  
Event  
Seattle, WA, 9.17.13

"Managing Employee Performance While Reducing Legal Risks," Northwest Marine Trade Associations  
Speaking Engagement  
7.30.13

Wage & Hour Compliance – Beyond the Basics (Part II)  
Event  
Seattle, WA, 5.14.13

Wage & Hour Compliance – Beyond the Basics (Part I)  
Event  
Seattle, WA, 2.13.13

Filling the Empty Chairs: Legal and Effective Hiring  
Event  
Seattle, WA, 10.10.12

"Employment Law Challenges for Public Employers and Current Developments Under the Public Employees Collective Bargaining Act," 2012 Association of Washington Housing Authorities (AWHA) Meeting  
Speaking Engagement

Seattle Paid Sick and Safe Time: Practical Guidance Employers Need to Know  
Event  
Seattle, WA, 8.8.12

Reasonably Accommodating Employees With Disabilities  
Event  
Seattle, WA, 6.12.12

"High-Stakes Employment and IP Protections: Protect Your Company From Increasing  
Employment Risks and Shield Your Valuable Intellectual Property," Foster Pepper and  
Washington State Chapter of ACC America  
Speaking Engagement

Conducting Effective Workplace Investigations  
Event  
Seattle, WA, 2.22.12

Understanding Seattle Paid Sick and Safe Time  
Speaking Engagement

Social Media in the Workplace - Helping Employers Navigate Legal Risks in the Age of  
Facebook and Twitter  
Event  
Seattle, WA, 5.10.11

"Recent Developments Under the Family and Medical Leave Act," National Council of State  
Housing Agencies  
Speaking Engagement

"10 Scary Issues You Need to Know About Your Employees," ASTRA Women's Business  
Alliance  
Speaking Engagement

## **Legal Alerts**

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

Foster Garvey COVID-19 Resource Center  
3.18.20

"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*  
*Corporate Counsel Magazine*

"Reducing Telecommuting Management Risks," *National Underwriter* magazine  
*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.

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