

Michael S. Brunet

Principal | Seattle

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Overview

Mike brings a pragmatic approach to his traditional labor practice, helping public and private employers, particularly in the health care sector, develop and maintain long-term strategies to engage their workforces. Hospitals and other employers turn to him because of his reputation for finding creative solutions in challenging negotiations, his knowledge of a wide array of unions and their negotiating tactics and his ability to avoid acrimony and guide clients toward a productive and positive workplace.

Mike assists employers in all aspects of labor relations, from planning for potential union organizing to guidance through the election process, from formulating strategy for collective bargaining to representing employers at the bargaining table, from counseling companies on administering union contracts to arbitrating disputes if necessary.

Mike is a firm believer in close collaboration with clients, thoughtful advance planning, and strategizing responses to potential challenges or disputes. He works with clients on the appropriate level of his involvement, and can help clients negotiate or arbitrate matters on their own if that is strategically or financially the right path. He is cognizant of the costs, financial and otherwise, of litigating disputes, and therefore explores early resolution options with clients where such options make sense. That said, Mike is a seasoned litigator, and ably advocates for clients when the need arises. Mike has extensive experience before state and federal courts, arbitrators and administrative agencies (including the National Labor Relations Board, Oregon's Employment Relations Board and Washington's Public Employment Relations Commission).

When not at work, Mike can be found enjoying time with his family and contributing to the slow deterioration of his hearing (with earplugs) at concerts in the area.

Areas of Focus

- [Labor, Employment & Immigration](#)
- [Health Care](#)
- [Labor & Employment Litigation](#)
- [Traditional Labor Services](#)

Admissions

- Washington, 2004
- 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

Education

- J.D., University of Virginia Law School, 2004
- B.A., Wesleyan University, Psychology, 2000

Honors & Recognitions

- *The Best Lawyers in America*® - Employment Law - Management, 2026
- Rising Star, Washington Super Lawyers, 2009-2018

Community Activities

- Washington Appleseed
 - Board President, 2015-2017
 - Secretary, 2013
 - Board Member, 2012

Experience

- Negotiated over 50 collective bargaining agreements for healthcare, housing, port and other local government clients.
- Prevailed in several representation cases, resulting in dismissal or withdrawal of representation petitions.
- Successfully arbitrated termination and contract interpretation grievances.
- Resolved dozens of grievances and claims short of arbitration or trial.

News & Insights

Blog Posts

[What Requirements Washington Employers Need to Know About State Paid Sick Leave Law That Becomes Effective January 1, 2018](#)

[12.12.17](#)

[Initiative I-124: Look Beyond the Title](#)

[08.11.16](#)

[Bad News for Employers: In a Surprise, Ninth Circuit Upholds Tip Pooling Regulations](#)

[02.25.16](#)

[Everyone Into the Water: The Final Post on Pool Lifts and the Americans with Disabilities Act](#)

[01.22.13](#)

[Public Accommodations Round-Up: 2012 to Date](#)

[07.18.12](#)

[Department of Justice Extends Deadline for ADA's Pool Lift Requirement](#)

[05.31.12](#)

[Status of Pool Lifts Up in the Air: An Update on Pool Lifts and the New ADA Regulations](#)

[04.16.12](#)

[Beware the Ides of March – ADA Revisions Become Effective on that Date](#)

[01.13.12](#)

[Two Proposed Bills to Watch in the Local Hospitality Industry](#)

[08.04.11](#)

[Seattle's New Wage Theft Ordinance Becomes Effective June 4, 2011](#)

[05.12.11](#)

[Revisions to ADA and their Impact on the Hospitality Sector](#)

[01.21.11](#)

[Social Networking "Dos" and "Don'ts" for Employers](#)

[10.29.10](#)

News

[71 Foster Garvey Attorneys Recognized Among the 2026 Best Lawyers in America; Paul Trincherro Named 'Lawyer of the Year'](#)

[08.21.25](#)

Events

["Know the Rules, Win the Room – A Playbook of Bargaining Law Essentials," Labor Relations Institute](#)

[05.07.26](#)

["Bargaining in Uncertain Times – Laying the Groundwork for Success," Policy to Practice Educational Series, Session 4](#)

[06.16.25](#)

["A Comparison of Public Sector Collective Bargaining Statutes in Oregon and Washington and Corresponding Trends in Contract Mediation, Strikes, and Binding Arbitration," LERA 77th Annual Meeting](#)

[6.12.25-6.15.25](#)

["Real Life Good \(and Bad\) Faith," Labor Relations Institute](#)

[5.7.25-5.9.25](#)

["Working with Outside Counsel," 48th Collective Bargaining and Arbitration Conference](#)

[4.10.25-4.11.25](#)

["Practical Observations and Lessons Learned from Negotiating during the Pandemic," NW LERA \(Labor and Employment Relations Association\) 45th Collective Bargaining and Arbitration Conference](#)

[04.21.22](#)

["Into the Unknown: Court and Arbitration Rulings on COVID," NW LERA \(Labor and Employment Relations Association\) 45th Collective Bargaining and Arbitration Conference](#)

[04.21.22](#)

["Defensible Just Cause in a Public Sector Labor Relations Environment," WAPELRA Webinar Series](#)

[03.25.21](#)

[Growing Up Green: Learning How to Blossom in Oregon's Budding Marketplace](#)

[05.18.17](#)

Legal Alerts

[New Proclamation from Governor Inslee Empowers "High-Risk" Employees and Creates New Duties for Washington Employers](#)

[04.16.20](#)

[Borrowers Beware: Some CARES Act Loans Require a Union Neutrality Pledge](#)

[04.01.20](#)

[What Requirements Washington Employers Need to Know About State Paid Sick Leave Law](#)

[11.21.17](#)

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