



Elizabeth R. Kennar

Labor/Employment
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Profile Introduction

Beth's practice involves a full range of labor and employment law matters for both public and private sector employers, including counseling on compliance with legal obligations, training, workplace investigations, collective bargaining negotiations, and representation in litigation and administrative proceedings. Located in Spokane, Beth negotiates union contracts, and represents employers in arbitrations and matters before the Public Employment Relations Commission and National Labor Relations Board. Beth is frequently called upon to provide training and counseling on a variety of employment law matters, including issues under state and federal discrimination laws, state and federal wage and hour laws, and potential claims involving personnel manuals, reductions-in-force, and other employee discipline and discharge issues. She has extensive litigation experience representing clients in administrative proceedings before the EEOC and Human Rights Commission, as well as successfully defending clients against employment claims in state and federal courts.

Publications & Speaking Engagements

- "Help Wanted: Recruiting and Hiring Employees," Labor Relations Institute (2016)
- "Overtime in the Public Sector: Understanding the FLSA," Labor Relations Institute (2013)
- "Conducting the Employment Investigation," WSAMA (2013)
- "Legal Update," Red Lion Hotels Corporation (2013)
- "Avoiding Procedural Pitfalls in Disciplining Employees," WSAMA (2012)
- "Business and Employment Law Training," PlayNetworks (2012)
- "Information Requests Under the Public Records Act and RCW 41.56," WAPELRA (2012)
- "Wage and Hour Update," Association of Washington Cities Labor Relations Institute (2011–2012)
- "Legal Update," Desert Bar Association (2011)



- "ADA Issues and Concerns," City of Pasco (2011)
- "NLRB Update," FedEx Express (2010)
- "Fair Labor Standards Act-Recent FLSA Developments," Association of Washington Cities Labor Relations Institute (2010)
- "FLSA Hot Topics: Donning and Doffing, Furloughs, Take Home Vehicles & Training," WAPELRA (2009)
- "Bargaining in Tough Times," Association of Washington Cities Labor Relations Institute (2009)
- "Sexual, Racial, and Other Harassment in the Workplace," Employment Law Update, Yakima (2009)
- "Preventing Harassment in the Workplace" training for numerous customers on a recurring basis
- "Comprehensive Supervisor Training" for numerous customers on a recurring basis

Memberships

- American Bar Association
- Washington State Bar Association
- King County Bar Association

Honors

- Named one of the top 100 labor lawyers in the United States for 2008 by the Labor Relations Institute, Inc. (This honor represents the top one percent of labor attorneys in the United States)
- Order of the Coif
- Moot Court Honor Board
- "Super Lawyer," "Rising Star," et al.

Education

- University of Washington (J.D.)
- Gonzaga University (*summa cum laude*)

Bar Admissions

- Washington State
- United States Court of Appeals for the Ninth Circuit
- United States Supreme Court