



John Lee

Labor/Employment, Litigation

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Profile Introduction

John represents public and private-sector employers with their labor and employment law needs. He brings to Summit extensive experience advising clients on employment issues, negotiating collective bargaining agreements, conducting workplace investigations, and litigating labor/employment disputes before agencies and courts.

Clients benefit from John's extensive work representing employers in a variety of industries and his previous role as outside counsel for labor unions across the Pacific Northwest. John's knowledge and experience enable him to understand how unions approach collective bargaining; this background provides valuable insight to his clients at the bargaining table.

As part of John's proactive approach, he provides counsel and training to employers to preemptively address potential issues. These efforts frequently enable clients to achieve early resolution outside of litigation. When litigation is necessary, John aggressively advocates for clients at all stages of litigation.

Before practicing law, John worked for several municipal and federal government entities in law enforcement, transportation, utilities, and legislative affairs. A Las Vegas native, he moved to the Pacific Northwest nearly 20 years ago.

Representative Cases/Matters

- Collective bargaining
- Labor arbitrations and proceedings
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Employment agreements

- Executive compensation
- Noncompete, nonsolicitation and trade secrets disputes
- Workplace and civil rights investigations
- Employment discrimination & hostile work environment
- Unemployment benefits
- Disability accommodation
- Family, medical leave
- General employment advice

Publications & Speaking Engagements

- Presenter, Back to the Future: Affirmative Action Returns to Washington and the Post-*Janus* Fix, Washington Public Utility Districts Association (2019)
- Presenter, How to Build a Solid (and Defensible) Investigation, Association of Washington Cities, Labor Relations Institute (2019)
- Presenter, Employment Law Update, Washington Public Employer Labor Relations Association, Fall Conference (2018)
- Presenter, Practical Tips for Employers Post-*Janus v. AFSCME*, Association of Washington Cities, Webinar Series (2018)
- Presenter, When Worlds Collide: Navigating the Intersection of Employment Law and the Collective Bargaining Relationship, Association of Washington Cities, Labor Relations Institute (2018)
- Presenter, *Janus v. AFSCME*: Preparing for a Fundamental Shift in Labor Relations, Association of Washington Cities, Labor Relations Institute (2018)
- Presenter, "Title IX at the Movies: An Illustrated Guide to Investigations," Washington Association of School Business Officers, Annual Conference (2017)
- Presenter, "Handling Hostile Work Environment Allegations: From the Offended to the Offensive," Washington School Personnel Association, School Law Conference (2016)

Memberships

- Washington State Bar Association
- American Bar Association
- King County Bar Association
- Asian Bar Association of Washington
- Washington Defense Trial Lawyers Association

Community Service

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SUMMIT LAW GROUP

315 Fifth Avenue South, Suite 1000 Seattle, Washington 98104

Home rebuilding program for low-income, elderly, and veteran homeowners

- Fundraising for cancer research institutions
- Early childhood literacy projects

Education

- University of Washington (M.A., 2010)
- University of Oregon School of Law (J.D., 2009)
- University of Washington (B.A., 2005); Hugh A. Bone Scholar

Bar Admissions

- All Washington State Courts
- U.S. District Court of Western Washington
- U.S. District Court of Eastern Washington
- U.S. Court of Appeals for the Ninth Circuit