



Kristin D. Anger

Labor/Employment
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Profile Introduction

Kristin's practice encompasses a wide range of labor and employment law matters, including conducting personnel investigations and counseling employers on compliance with legal obligations, training, drafting personnel policies, and employment agreements. Kristin's primary focus is preventive counseling to public and private sector clients—helping customers minimize or avoid the risk of litigation. In that capacity, Kristin counsels employers on discipline and discharge issues, leave and disability accommodation, grievance processing, wage and hour issues, unfair labor practices, discrimination and harassment, non-competition/nondisclosure requirements, personnel investigations, employment contracts and policies, and other related areas.

Kristin frequently assists employers in responding to charges of discrimination filed with the EEOC or Washington Human Rights Commission. She also conducts personnel investigations involving allegations of harassment, discrimination, or other misconduct. Additionally, Kristin provides training to managers and employees on compliance with employment and labor laws, including training on harassment and discrimination, discipline and discharge, and disability accommodation. Kristin regularly speaks to employer groups on a variety of labor and employment topics, including leave and accommodation, conducting workplace investigations, and preparing for grievance arbitration. Kristin also currently serves as the Firm's COO.

Publications & Speaking Engagements

- Presenter, "[Are You Ready For The New Paid Sick Leave Law?](#)" webinar in partnership with Association of Washington Cities, November 2017
- Presenter, "Employment Law Exposures: Investing in Supervisors to Reduce Risk," Washington Cities



Insurance Authority Full Board, January 2017

- Presenter, "Preventing Discrimination and Harassment in the Workplace," Enduris Risk Pool Seminar, December 2016
- Presenter, "The Attendance Maze: A Legal Refresher and Strategies for Compliance," Washington State Transportation Training Coalition Webinar, December 2016
- Presenter, "Employment Law for Supervisors," Enduris Risk Pool Seminar, November 2016
- Presenter, "Best Practices for Law Enforcement Executives," Washington Association of Sheriffs and Police Chiefs, September 2016
- Presenter, "Employment Law for Supervisors," Washington Cities Insurance Authority, July 2016 (Arlington), September 2016 (Kennewick), and October 2016 (Lacey, Tukwila & Camas)
- Presenter, "Best Practices for Reducing Claims Arising from Discipline and Discharge," Washington Cities Insurance Authority, June 2016 (Mount Vernon & Lakewood) and September 2016 (Ellensburg)
- Co-Presenter, "Employment Law Update," Association of Washington Cities Labor Relations Institute, May 2016
- Presenter, "Best Practices for Reviewing and Updating Employee Handbooks," Washington Cities Insurance Authority, March 2016 (Burlington, WA) and April 2016 (Battle Ground, WA)
- Quoted in "Germanwings Tragedy Puts Spotlight On Employee Fit-For-Duty Procedures" by Stephanie Goldberg, *Business Insurance*, April 12, 2015
- "Fitness-for-Duty: Walking the Legal-Medical Tightrope," Association of Washington Cities Member Programs Expo, 2012
- Co-presenter, "Employee Information and Public Records Disclosure Obligations" (with Sofia Mabee), Association of Washington Cities Labor Relations Institute, 2012
- "Employment Law Update," Association of Washington Cities Labor Relations Institute, 2011
- Co-presenter, "Legal Ramifications of the Social Media Explosion: An Employer's Guide" (with Sofia D'Almeida Mabee), Association of Washington Cities Labor Relations Institute, 2010
- Training, "Preventing Harassment in the Workplace," for numerous customers on recurring basis
- Author, "PERC Confirms That Employers Must Bargain Both the Decision and Effects of Budget-Related Furloughs," HR Advisor, Municipal Research and Services Center of Washington, 2010
- Author, "WSTIP Best Practice Recommendation: Reduction In Force," Washington State Transit Insurance Pool member publication, 2010
- Training, "A Year of Change: Making Sense of Recent Modifications to the ADA, FMLA and State Leave Laws," Washington State Transportation Training Coalition, 2009
- Co-presenter, "'Leave Us Alone! What New and Different Leave Rules Have Lawmakers Brought Us This Year?" (with Rod Younker), Association of Washington Cities Labor Relations Institute, 2009
- Training, "Employment Law Issues for New Supervisors," Washington State Transportation Training Coalition, 2009
- Author, "2009 FMLA Update: FMLA Amendments and Regulatory Changes," Washington Public Employer



Labor Relations Association, 2009

- Training, "Are Your Fitness-for-Duty Practices Fit for Duty?" Washington State Transportation Training Coalition, 2008
- Author, "ADA Amendments Signed into Law: What ADA Changes Mean for Washington Employers," Association of Washington Cities Personnel News, 2008
- Presentation, "Understanding Just Cause," West Sound Human Resource Management Association, 2006
- Co-presenter, "New Name, Same Game: Responding to Requests for Employee Information Under Washington's Public Records Act" (with Bruce Schroeder), Association of Washington Cities Labor Relations Institute, 2006
- Presentation, "Minimizing Liability When Disciplining or Discharging Public Sector Employees," Public Sector Employment Law Update, Council on Education in Management, 2006
- Author, "Public Employer Alert: Federal Court Holds That Employees May Have Right to Pre-Disciplinary 'Name-Clearing' Hearing," HR Advisor, Municipal Research and Services Center of Washington, 2004

Memberships

- Washington State Bar Association, Labor & Employment Law Section
- King County Bar Association

Honors

- Named University of Washington Law School "Honor Graduate"
- Order of the Coif
- Washington Law Review
- Moot Court Honor Board
- Repeatedly named a "Rising Star" by *Washington Law & Politics* magazine

Community Service

- Pro bono employment law legal services to non-profit children's services agency

Education

- University of Washington School of Law (J.D.)
- Santa Clara University (B.A.)

Bar Admissions

- Washington State