



Peter A. Altman

Labor & Employment
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Profile Introduction

Peter represents public and private employers in a wide range of employment and labor law matters, including litigation, discrimination, leave laws, wage and hour issues, performance management, investigations, discipline and discharge, breach of contract, non-compete agreements, employee benefits, and employee privacy. Peter routinely works closely with HR professionals, senior managers, executives, and elected officials on a range of HR and business topics, including employee relations, proactive pre-defense strategies, workplace investigations, risk management, and business strategy.

In the realm of labor law, Peter represents employers as chief spokesperson at the bargaining table. Behind the scenes, Peter also consults employers on collective bargaining strategies and long-term labor relations techniques. Peter handles grievance arbitrations, interest arbitrations, unfair labor practice complaints, and PERC/NLRB administrative matters.

Peter regularly presents training on a range of employment and labor law topics, including legal updates, HR best practices, collective bargaining, and the Affordable Care Act.

Publications & Speaking Engagements

Publications:

- Author, "The Basics of Collective Bargaining in Washington," published for the Association of Washington



Cities (2019 updates)

- Author, "Setting the Table: Smart Cities Put ACA Compliance into the Bargain," *City Vision Magazine* (2013)
- Author, "Criminal Background Checks in Hiring: EEOC Provides Updated Title VII Guidance," *HR Advisor*, Municipal Research and Services Center of Washington (2012)

Speaking Engagements:

- "Basics of Bargaining," Association of Washington Cities, Labor Relations Institute (2016, 2018, 2019)
- "Preparing For, Defending Against, and Sometimes Filing ULPs," Association of Washington Cities, Labor Relations Institute (2019)
- "Labor Relations: The HR Perspective," Labor and Employment Relations Association (2017)
- "Interest Arbitration Trends," Labor and Employment Relations Association (2016)
- "Navigating Labor Relations: The Human Resources Perspective," Labor and Employment Relations Association (2016)
- "Navigating the Cadillac Tax," Washington State Association of Counties (2014)
- "Healthcare Reform 101 for Employers," Association of Washington Cities, Labor Relations Institute (2014)
- "Negotiation Strategies to Avoid the Cadillac Tax," Association of Washington Cities, Healthcare Reform Summit (2014)
- Co-presenter, "The Hourly Challenge: Did Final Regulations Make It Any Easier?" Association of Washington Cities, Healthcare Reform Summit (2014)
- "Hot Topic Affordable Care Act Issues," Washington Association of Sewer & Water Districts (2013)
- "Real Life Bargaining and the Affordable Care Act," Washington Public Employer Labor Relations Association (2013)
- "Big Picture Affordable Care Act Perspective," Association of Washington Cities (2013)

Memberships

- Washington Public Employer Labor Relations Association (WAPELRA)
- Washington Defense Trial Lawyers Association (WDTL)
- King County Bar Association
- Washington State Bar Association
- American Bar Association

Honors

- Listed in Washington Super Lawyers as a "Rising Star" (2014-2019)

Education

- Seattle University School of Law (J.D., 2008, magna cum laude)
- University of Washington (B.A., 2005)

Bar Admissions



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LAW GROUP

315 Fifth Avenue South, Suite 1000 Seattle, Washington 98104

- Washington State
- United States District Court, Western District of Washington
- United States District Court, Eastern District of Washington
- United States Court of Appeals for the Ninth Circuit