



Shannon E. Phillips

Labor & Employment, Litigation
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Profile Introduction

Shannon represents private and public-sector employers in employment litigation in federal and state courts, arbitrations, and in administrative hearings. Shannon's practice emphasizes preventive counseling to avoid or minimize the risk of litigation. Specific areas of advice include assistance in disciplining and terminating employees and compliance with disability and leave laws. Shannon represents employers in the full range of labor matters, from contract negotiation to representation in grievance arbitrations and unfair labor practice hearings. She also provides training to supervisors and employees on compliance with employment and labor laws, including topics such as sexual harassment and workplace investigations. Shannon conducts investigations into allegations of workplace misconduct, including sexual harassment allegations.

Representative Cases/Matters

- **Defense of public employer and former manager:** Representation in defense of sexual harassment claims. Following filing of summary judgment motion on behalf of defendants, plaintiff agreed to voluntarily withdraw her claims with prejudice.
- **Civil defense of city:**



Representation of city in defense of wrongful discharge claims in violation of public policy for engaging in protected union activity. Many claims dismissed in summary judgment on behalf of the city and final jury verdict in favor of the city on all remaining claims; upheld by Court of Appeals.

- **Civil contract defense for company and CEO:** Representation of CEO and company in defense of claimed breach of severance agreement and willful nonpayment. Obtained summary judgment dismissing claims of willful nonpayment and defense verdict in bench trial on remaining claims; affirmed by Court of Appeals.
- **Defense of public transit agency charged with unfair labor practice:** Representation of transit agency in achieving the reversal of PERC in a decision affecting public employers throughout the State of Washington.
- **Civil defense of public transit company:** Representation of public transit company in defense of claimed FMLA retaliation, failure to accommodate a disability, and retaliation for exercising worker's compensation rights.
- **Civil wage-and-hour class action defense for company:** Representation of company in defense of statewide FLSA and Washington Minimum Wage Act claims based on alleged denial of meal and rest breaks.
- **Defense of public agencies before Public Employment Relations Commission:** Representation of public employer in defense of unfair labor practice complaints from hearing through to the Court of Appeals.
- **Labor arbitrations on behalf of public employers:** Representation of public employers in discharge and contract interpretation arbitrations.
- **Civil defense of employer:** Representation of tech company in private arbitration in defense of claimed sex discrimination by female director.

Publications & Speaking Engagements

- Moderator, ABA Women Rainmakers, "How to Ask for New Business and Seal the Deal"
- Co-Speaker, Association of Washington Cities Labor Relations Institute, "Recruitment and Selection in the Changing World"
- Panelist, "How Men & Women Can Work Together to Change the Outdated Pyramid Structure in Law Firms," Women Legal 2015 Conference
- Presenter, "Calculating Damages," National Business Institute-Successfully Litigating Employment Discrimination
- Co-Presenter, "Leading the Charge - Advanced Bargaining Strategies for Chief Negotiators," Association of Washington Cities Labor Relations Institute
- Panelist, "What Advocates Want From Arbitrators," National Academy of Arbitrators, Labor Arbitrators' Day
- Training, "Preparing for Grievance Arbitration and Presenting a Good Case," AWC Labor Relations Institute
- Training, "Selecting and Terminating Employees in Washington," National Business Institute
- Training, "Finding Your Way Through the Maze of Leave Laws," Summit Law Group Training
- Training, "Basics of Collective Bargaining" and EEO Compliance, City of Renton, L.E.A.D. Training



Memberships

- Washington State Bar Association
- American Bar Association

Honors

- Ranked in Chambers USA
- Listed as a Washington State Litigation Star in *Benchmark Litigation* (2015-2021) and in *Benchmark Top 250 Women in Litigation* (2018-2021)
- Listed in *The Best Lawyers in America* (2012-2021)
- Listed in Washington Super Lawyers (2014-2021)

- Avvo Rating Superb
- Included in Leading Lawyers in the Puget Sound Region, Seattle Business (2013)
- Listed as a "Rising Star" in Washington Super Lawyers (2007)
- Named a "Rising Star" by *Washington Law & Politics* magazine (2006)

Community Service

- Board member of [Washington Low Income Housing Alliance](#)
- Past President of Board of Communities and Parents for Public Schools
- Past board member of the Northwest Women's Law Center (now Legal Voice)
- Represented numerous asylum applicants on a pro bono basis through the Northwest Immigrant Rights Project

Education

- University of Washington Law School (J.D., *cum laude*); Symposium Editor, *Washington Law Review*; Member, Moot Court Honor Board
- Stanford University (B.A., international relations)

Bar Admissions

- 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

Clerkships

- Honorable Rosselle Pekelis, Washington Supreme Court



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