



Diana S. Shukis

Owner - Seattle

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Diana Shukis assists employers with the wide range of personnel and management issues that arise for every business. Diana's practice is a combination of advice, counseling, and litigation. A large portion of her practice is devoted to assisting clients in the hospitality industry.

In the advice and counseling portion of her practice, Diana partners with employers to ensure they have the help they need when they need it -- from creating and implementing policies and procedures to providing key timely advice during volatile workplace situations and everything in between. Ms. Shukis also represents employers in litigation and administrative audits, investigations and proceedings, including before the Washington Human Rights Commission, Washington Department of Labor and Industries and U.S. Department of Labor.

Representative Engagements:

- Obtained summary judgment in favor of employer in a race discrimination and retaliation lawsuit filed by a former employee in King County Superior Court.
- On behalf of large public employer, successfully vacated labor arbitration award as violation of public policy because of its very lenient treatment of employee who violated employer's anti-harassment policy. Successfully briefed and argued the case before the Washington Court of Appeals, which upheld the vacation.
- Successfully defended employer against charges of sex discrimination and retaliation in administrative action resulting in agency finding of no reasonable cause to determine employer discriminated or retaliated against former employee.
- Defended employer in disability discrimination and retaliation lawsuit resulting in favorable settlement.
- Successfully defended employer in U.S. Department of Labor wage and hour audit resulting in positive resolution.
- Obtained temporary restraining orders and preliminary injunctions to stop client's former employees from violating non-compete agreements and misappropriating trade secrets.
- Assisted with human resources due diligence, risk reduction and integration in business purchase and sale transactions.
- Assisted rapidly growing local company with policies and procedures to ensure compliance with personnel-related laws and regulations, including dealing with significant wage-and-hour challenges, while balancing operational concerns.

- Provided manager and employee training on many topics, including anti-harassment and effective discipline.

Services

- ▶ Labor and Employment
- ▶ Labor and Employment Litigation
- ▶ Alternative Dispute Resolution

Industries

- ▶ Hospitality, Travel and Tourism

Education

- ▶ University of Oregon School of Law, J.D., 1999
 - ▶ Staff Member, *Oregon Law Review*, 1997-1998
- ▶ Michigan State University, B.A., with honors, 1994

Admissions

- ▶ Washington
- ▶ U.S. District Court, Western District of Washington
- ▶ U.S. District Court, Eastern District of Washington
- ▶ U.S. Bankruptcy Court, Western Washington
- ▶ U.S. Court of Appeals, Ninth Circuit

Professional Recognition

- ▶ Named by peers a "Rising Star" in *Washington Law & Politics* magazine

Professional Activities

- ▶ Executive Committee Member, Washington Lodging Association
- ▶ Member, Society for Human Resource Management