



Katie A. Loberstein

 Associate

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“There are challenges and opportunities at every stage of the employer-employee relationship. Whether I’m creating a leave policy, advising on a workplace investigation, or defending a wrongful termination lawsuit, I strive to provide practical and effective solutions that help employers achieve their goals.”

Katie Loberstein supports clients with their employment-related needs at every stage. She regularly advises employers on a range of day-to-day workplace matters, including employee policies, noncompete issues, employee investigations, performance issues, leave laws, and employee hiring and separation. She also prepares hiring and separation agreements, workplace policies and handbooks, and employee training materials.

When disputes arise, Katie defends employers in state and federal courts against a wide range of claims, including wrongful termination, noncompete violations, discrimination, retaliation, wage and hour violations, breach of contract, and protected leave interference. She also represents employers in investigations initiated by agencies such as the EEOC, Washington State Human Rights Commission, Seattle Office of Civil Rights, and the Washington State Attorney General’s Office.

Katie partners with clients in many different industries. Her work with clients includes educational institutions, technology companies, restaurants, healthcare organizations, financial institutions, and supermarkets, among others. Katie understands that employers often face unique industry-related employment challenges, and she enjoys tailoring her approach to fit the individual needs of her clients and the industries in which they work.

Prior to law school, Katie worked at King County Superior Court for several years.

Professional Activities

- King County Bar Association, member
- Washington State Bar Association, member
- Federal Bar Association, member
- Miller Nash Graham & Dunn Pro Bono Committee, member
- Employment Law Alliance, Washington State representative

Education

J.D., Seattle University
School of Law, *cum laude*,
2016

- Executive Editor,
*Seattle University Law
Review*

B.A., University of
Washington, *cum laude*,
political science, 2008

Bar Admissions

Washington, 2016

Civic Activities

- Intiman Theatre, board of trustees, 2019-2020
- Katie partners with Kids In Need of Defense (KIND) to provide pro bono representation in asylum and immigration matters for unaccompanied minors who cross the U.S. border

Representative Experience

Employment Litigation

- Represent global supply chain provider in lawsuit filed by competitor alleging tortious interference with its former employee's noncompete agreement. (Ongoing).
- Defend multinational technology company in suit filed by former employee alleging pregnancy discrimination and retaliation. (King County Sup. Ct., ongoing).
- Represent healthcare agency in suit filed by former employee alleging wrongful termination, sex discrimination, and negligence. (King County Sup. Ct., ongoing).
- Represent multinational technology company in noncompete, nonsolicitation, and confidentiality agreement disputes. (Ongoing).
- Obtained dismissal for university employer in case involving breach of contract and breach of specific promises claims relating to the "for cause" provision in an employment contract. Affirmed on appeal. (King County Sup. Ct. / Wash. Ct. App. 2020).
- Represented grocer in suit filed by former employee alleging retaliation, hostile work environment, and protected leave violations. The case resolved before trial. (King County Sup. Ct. 2020).
- Obtained complete dismissal for restaurant employer on former employee's Equal Employment Opportunity Commission charge alleging sex discrimination. (EEOC 2019).
- Represented grocer in lawsuit filed by former employee alleging disability discrimination and failure to accommodate. The case resolved before trial. (W.D. Wash., 2019).
- Obtained dismissal for multinational timber company in suit filed by former employee alleging breach of employment contract. (King County Sup. Ct. 2019, affirmed on appeal).

Employment Advising

- Draft and revise employee handbooks.
- Advise employers on wide range of workplace issues, including leave laws, noncompete issues, disability accommodations, and misconduct investigations.
- Provide in-house training to employees and management on a variety of workplace best practices, such as adhering to harassment and discrimination policies.
- Draft and revise employment and separation agreements.

Education

- Represent college in suit filed by former employee alleging Title IX violations, wrongful termination in violation of public policy, and retaliation. (E.D. Wash., ongoing)
- Represented university in suit filed by five employees alleging discrimination, retaliation, wrongful termination, and negligent supervision. The case resolved before trial. (Yakima County Sup. Ct. 2019)
- Obtained complete dismissal for university on employee's claims of wage violations and breach of contract. Affirmed on appeal. (King County Sup. Ct. / Wash. Ct. App. 2020)

Business Litigation

- Obtained dismissal for financial institution in quiet title action. (San Juan County Sup. Ct. 2020)
- Represented construction company in breach of contract dispute among former business partners. The case resolved prior to trial. (King County Sup. Ct. 2019)

Publications

- “Promises Made During the Hiring Process Can Expose Employers to Liability,” Miller Nash Graham & Dunn, *News You Can Use* (Apr. 2021)
- “It’s a New Academic Year in Washington—Tips and Reminders for Applying Your Revised Title IX Policy,” Miller Nash Graham & Dunn, *News You Can Use*, coauthor (Sept. 2020)
- “COVID-19: Cannabis Industry Resources,” Miller Nash Graham & Dunn, coauthor (Mar. 2020)
- “Unemployment Insurance Benefits During COVID-19 Outbreak,” Miller Nash Graham & Dunn, *News You Can Use*, coauthor (Mar. 2020)
- “Revised Equal Pay Act Adds Gender Protections,” King County Bar Association, *Bar Bulletin*, coauthor (Feb. 2019)
- “Strict Liability for Public Accommodation Entities When an Employee Harasses a Customer— Even if the Entity Terminates the Employee,” Miller Nash Graham & Dunn, *News You Can Use*, coauthor (Feb. 2019)
- “2018 Washington Gender Equal Pay Act Amendments: Same Pay for “Similar” Jobs,” Miller Nash Graham & Dunn, *Employment Law & Labor Relations Electronic Updates*, coauthor (Apr. 2018)
- “Employment At-Will, A State-by-State-Survey,” American Bar Association Section of Labor and Employment Law, chapter author—Washington (2017)
- *A State’s Reach Cannot Exceed its Grasp: Territorial Limitations on State Franchise Statutes*, 37 Franchise L.J. 185 (Fall 2017)
- “Board Members Face Personal Liability for Unpaid Wages Under Washington Supreme Court Ruling,” Miller Nash Graham & Dunn, *Employment Law & Labor Relations Electronic Updates*, coauthor (Mar. 2017)

Presentations

- “Pay Equity,” Miller Nash, Employment Law Seminar (Dec. 2021)
- “Retrofitting a Workforce in the COVID Age: Tips for Managing a Remote Workplace,” Miller Nash Graham & Dunn, Employment Law Seminar (Dec. 2020)
- “Icebergs Lurking Below the Surface: Best Practices for Conducting Unsinkable Workplace Investigations,” Miller Nash Graham & Dunn Employment Law Seminar (Oct. 2019)
- “Executives, Legislators, Agencies and the Courts: How State and Federal Policy, Regulations, and Judicial Decisions Shape How Private, Not-for-Profit Colleges and Universities Operate,” Independent Colleges of Washington, Board meeting (Apr. 2019)
- “The Case of the Missing Employee: Solving Protected Leave Challenges,” Miller Nash Graham & Dunn, Employment Law Seminar (Oct. 2018)
- “Local, State, Federal, and Labor Law Updates,” Miller Nash Graham & Dunn, Employment Law Seminar (Oct. 2017)

Recognition & Honors

- Selected for inclusion in Best Lawyers: Ones to Watch
 - Litigation—Labor and Employment, 2022
- Selected for inclusion as a Washington Super Lawyer—Rising Stars, 2019-present

Personal Activities

Katie loves eating out, traveling to new places, and dogs.