



Rebecca R. Schach

 Associate

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“My approach starts with understanding the client’s business, which I believe is key to finding workable solutions tailored to the client’s needs and industry. Ultimately, my role is not to define a client’s success; my role is to provide a path forward for the client’s business to thrive.”

Rebecca Schach is a member of the firm’s employment law and labor relations team, representing employers in Washington and California on a wide range of employment matters. Her practice includes employment litigation in state and federal court, as well as arbitrations, mediations, and trials. Her experience includes defending employers in wage and hour class actions, collective actions, and representative lawsuits.

Rebecca also provides counsel regarding wage and hour issues, H-2A compliance, and COVID-19 prevention policies, including vaccination mandates and safety standards. As part of her practice she has conducted worksite wage-and-hour audits, workplace violence investigations, and supervisor trainings.

Before joining Miller Nash, Rebecca was with a litigation-focused firm in California where her experience included defending employers in Private Attorneys General Act (PAGA) litigation, state agency prosecutions, including Cal/OSHA, and federal agency Equal Employment Opportunity Commission and Department of Labor investigations.

Professional Activities

- King County Bar Association, Member
- Washington State Bar Association, Member
- Washington Women Lawyers, Member
- American Bar Association, Member
- American Immigration Lawyers Association, Member 2016 – 2021
 - Northern California Chapter, Member, 2016 – 2021
 - Advisory Council, Board Member, 2017 – 2018
- Judicial Extern, for Justice Ron Robie, California Court of Appeal, Third Appellate District, Sacramento, CA, 2014

Education

J.D., University of the Pacific, McGeorge School of Law, with Distinction, 2015

- Dean’s List
- Award for Academic Excellence, Global Lawyering Skills

B.A., University of California Davis, international relations, 2009

- Spanish minor
- Dean’s List

Bar Admissions

Washington, 2021
California, 2015

Court Admissions

U.S. District Court,
Western District of
Washington

U.S. District Court, Central
District of California

U.S. District Court,
Northern District of
California

Languages

Spanish

Civic Activities

- King County Bar Association, The Records Project, Pro Bono Attorney
- Alpha Chi Omega Fraternity, Lifetime Member

Representative Experience

Litigation

- Defended numerous businesses against wage and hour claims brought by former employees in state and federal court.
- Defended private employers against discrimination and retaliation charges filed with the EEOC.

Employment Law

- Advised private companies and nonprofit organizations on industry-tailored policies and practices including preparing employee handbooks, analyzing sick and family leave, counseling on the interactive process with respect to reasonable accommodations under the Americans with Disabilities Act, and internal auditing on personnel and payroll records.
- Advised employers on managing employee discipline and terminations, severance agreements, seasonal layoffs, and preparing for reductions in force.
- Conducted trainings for supervisors and front-line employees on various employment law issues.

Publications

- “The Latest Cal/OSHA Emergency Temporary Standards Update,” Miller Nash, *Employment Law in Motion*, coauthor (May 2022)
- “All Hair is Good Hair: An Update on the CROWN Act and State CROWN Acts,” Miller Nash, *Employment Law in Motion*, coauthor (Apr. 2022)
- “A Roadmap for the New Normal in the Workplace Under COVID-19” Miller Nash, *COVID-19 Resource Center* (Feb. 2022)
- “Considerations for Employers Contemplating a COVID-19 Vaccine Mandate (February 2022 Update),” Miller Nash, *News You Can Use*, coauthor (Feb. 2022)
- “Cal/OSHA Readopts Its Emergency Temporary Standards on COVID-19,” Miller Nash, *COVID-19 Resource Center* (Dec. 2021)
- “Washington’s New Statutory Wage Lien: The Next Pressure Tactic Against WA Employers,” Miller Nash, *News You Can Use* (Nov. 2021)
- “Finally, a Break! The Ninth Circuit Rules for California Employers on Arbitration Agreements,” Miller Nash, *News You Can Use* (Nov. 2021)
- “Who’s on First? Washington State Employer Liability at the Worksite for Safety Violations,” Miller Nash, *From the Ground Up*, coauthor (Nov. 2021)

Presentations

- “Litigation and Mandate Update,” Miller Nash, The Latest COVID-19 Guidance for Employers: Vaccine Mandates and Accommodations Webinar (Feb. 2022)
- “New Year, New Rules? What HR and Risk Management Professionals Should Know About Key Employment, Compliance, and Insurance Issues Impacting the Cannabis Industry in 2022,” Careers in Cannabis HR Community Webinar, copresenter (Jan. 2022)
- “Federal, State, Local and Labor Law Updates,” Miller Nash, Employment Law Seminar (Dec. 2021)

Personal Activities

Rebecca enjoys reading fiction and watching movies. During her free time, she travels around the country to meet her goal of visiting every ballpark in the United States.