

Michael T. Kitson

Partner

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🌐 employmentlawinmotion.com

“I partner with clients to develop practical solutions to complex challenges, combining creativity, curiosity, and strategic thinking to achieve their objectives. Drawing on deep litigation experience, I am a steadfast advocate who helps clients navigate disputes confidently while remaining focused on business realities.”

Mike Kitson helps public entities and private companies navigate complex workplace challenges with practical advice, creative problem-solving, and vigorous advocacy. He works closely with clients to understand their goals, identify risk, and develop effective strategies that align with their business and operational objectives. Known for his pragmatic approach and genuine curiosity, Mike works collaboratively with clients to find solutions that are both legally sound and practical to implement.

Although Mike is always focused on helping clients avoid disputes, when possible, he is an experienced and unflinching advocate when litigation arises. He has extensive experience defending employers in state and federal courts against claims involving wrongful termination, discrimination, harassment, disability accommodation, leave laws, and defamation. He also regularly defends employers in class and collective actions, including complex wage and hour and worker misclassification matters. Drawing on deep litigation experience, Mike develops strategic, efficient approaches to resolving disputes while remaining focused on achieving the best possible outcome for his clients.

Mike regularly conducts trainings on employment law compliance, workplace investigations, civil rights obligations, and public policy matters. His down-to-earth and engaging style helps clients translate legal requirements into effective workplace practices.

Before joining Miller Nash, Mike practiced employment law at a national law firm. He also served as a judicial clerk to the Honorable Debra L. Stephens of the Washington State Supreme Court, experience that continues to inform his strategic approach to litigation and appellate advocacy.

Education

J.D., Gonzaga University
School of Law, *magna cum laude*, 2009

- Associate Editor, *Law Review*, 2008-2009
- Staff, *Law Review*, 2007-2008
- President, Moot Court Honors Council, 2008-2009
- National Moot Court

B.A., Seattle Pacific
University, *magna cum laude*, political science, 2005

- Student Body President, 2004-2005
- Woodrow Wilson Award for Leadership and Service
- Finalist, Student Scholar of the Year

Bar Admissions

Washington, 2009
Oregon, 2016

Court Admissions

U.S. District Court, Western
District of Washington

U.S. District Court, Eastern
District of Washington

U.S. Court of Appeals, Ninth
Circuit

Professional Activities

- Washington Defense Trial Lawyers
 - Co-Chair, Employment Law Section, 2016-2020

Civic Activities

- Washington Council of School Attorneys

Publications

- “Telecommuting in the Post-Pandemic Age and Legal Considerations,” Municipal Research and Services Center of Washington (Aug. 2023)

Presentations

- “Telework and the Law: Navigating the Post-Pandemic Landscape,” Northwest Human Resource Management Association, 2024 NHRMA Conference (Oct. 2024)
- “Managing a Remote Workforce,” Washington State Association of Municipal Attorneys (Apr. 2023)
- “Avoiding Gotcha: Steps Employers should Take to Investigate Complaints and Reduce the Risk of Retaliation Claims,” Northwest Human Resource Management Association, 2022 NHRMA Conference (Oct. 2022)

Recognition & Honors

- Selected for inclusion in *The Best Lawyers in America*® (Seattle, WA)
 - Employment Law — Management, 2024-2027
- Selected for inclusion as a Washington Super Lawyer—Rising Star, Civil Litigation: Defense, 2014; 2016-2019