



## CHRIS FARIAS

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### PRACTICE OVERVIEW:

Chris has a broad-ranging commercial litigation practice, with significant work on labor and employment law cases in state and federal court. Chris also counsels employers and employees regarding labor and employment matters, including discrimination, employment contracts, wage and hour, non-competition and trade secrets/intellectual property. Beyond her legal advocacy for companies and individuals, Chris conducts workplace investigations, frequently serving as a neutral fact finder on behalf of public and private employers who are attempting to address workplace complaints.

### PRACTICE AREAS:

Employment

Litigation

### EDUCATION:

University of Michigan Law School, J.D. (1991)

University of Michigan, B.A. in Philosophy, *with distinction* (1988)

### ADMITTED TO PRACTICE:

Washington (1992)

U.S. District Court for the Eastern and Western Districts of Washington

U.S. Court of Appeals for the Ninth Circuit

U.S. Supreme Court

### REPRESENTATIVE WORK:

Trial to obtain a multi-million dollar verdict on behalf of two executives denied promised equity.

Repeated representation of Washington longshore workers, including trial for a \$750,000 sex harassment verdict; litigation and settlement (\$3.4 million) of a class action sex discrimination suit.

Successful deterrence/defense of discrimination lawsuits against Seattle area employers and individual management defendants.

*Stokes Lawrence, P.S.*

Representation of developer in partnership dissolution and breach of contract litigation arising out of a large mixed-use project.

Representation of foreign investors in partnership dissolution and breach of contract litigation arising out of local commercial development projects.

Pursuit of claims by regional consulting and placement firm in litigation against former president based upon unauthorized use of proprietary information, raiding of employees, and tortious interference with contract.

Defense of tribal casino investor in tortious interference lawsuit by former tribal employee.

Repeated representation of employees and employers in non-compete litigation.

Negotiation of executive employment contracts and severance agreements.

Investigation on behalf of the Washington State Senate regarding hostile work environment claims filed by and against two state senators.

#### **PROFESSIONAL AND COMMUNITY ACTIVITIES:**

Member, Federal Bar Association, Washington State Bar Association, King County Bar Association, Pacific Coast Labor and Employment Conference Planning Committee

Fundraiser and Volunteer, YWCA

#### **RECENT PUBLICATIONS & SPEAKING ENGAGEMENTS:**

"Claims of Caregivers – What You Need to Know to Protect Your Client Before and After Death," Seminar, Advising Estate Planning & Probate Clients: Practice pitfalls & Economic Challenges (WSBA), Seattle WA (November 18, 2009)

"Post Employment Competition in Unstable Times," Live CLE & Webcast (The Seminar Group), Seattle, WA (October 28, 2009)

"Litigating Non-Competes & Trade Secrets Cases," 10th, 11th and 12th Annual Labor & Employment Law Conference (The Seminar Group), Seattle, WA (August 2007, 2008 and 2009)

"Non-Compete Lite: Restricting Competition From Departing Employees Without a Non-Compete: Non-Solicit and Confidentiality Agreements; Duty of Loyalty; Trade Secrets Misappropriation; Unfair Competition; Tortious Interference; Civil Conspiracy; and Computer Fraud and Abuse Act Claims," 7th Annual Labor and Employment Law Conference (WSBA), Seattle, WA (November 9, 2007)

"Employee Privacy vs. Employer Need to Know," Seminar, Advanced Issues in Employment Law (National Business Institute) Seattle, WA (June 2007)

#### **RECOGNITION:**

The Best Lawyers in America® in Labor and Employment Law (2011-2012)