



Ryan D. Redekopp

Partner

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OVERVIEW

Ryan Redekopp focuses his practice on employment law on behalf of employers, including individual and class litigation and dispute resolution, advice and counseling, and business transaction support.

Ryan is an experienced advisor and litigator regarding a wide range of employment-related issues, including hiring, discipline, disability accommodation, leave management, termination, reductions in force, discrimination, harassment, retaliation, noncompetition, and wage and hour matters. As a litigator, he represents clients in state and federal trial and appellate courts and before federal, state, and local fair employment practices agencies.

In addition to resolving employment disputes when they occur, Ryan counsels his clients through day-to-day employment decisions, modifications to human resources policies and practices, investigations, and internal audits before disputes arise. He frequently advises clients regarding the employment aspects of mergers, acquisitions, and other business transactions and he regularly drafts and negotiates the terms of executive employment agreements, restrictive covenant agreements, and separation agreements.

Ryan's clients range from publicly traded companies with global workforces to startups, non-profits, and school districts. He represents employers with both unionized and non-unionized workforces across numerous sectors, including tech, transportation, retail, manufacturing, telecommunications, banking, healthcare, education, and professional services. He also counsels places of public accommodation and public transportation providers regarding their non-discrimination and accessibility obligations under the Americans with Disabilities Act and other federal and state anti-discrimination laws.

ACHIEVEMENTS

- Rising Star, *Super Lawyers Magazine*, 2012–2019
- Received the Jim Ellis Pro Bono Award for dedication to providing pro bono legal services (2006)

SPEAKING ENGAGEMENTS

- "Time is Money: Properly Paying Non-exempt Employees," K&L Gates Client Briefing, October 27, 2010

- "Title II(A) of the ADA and Public Transit," Washington State Transit Association Leadership Retreat, July 31, 2009

EDUCATION

- J.D., Harvard Law School, 2005
- B.S., University of Washington, 2002 *magna cum laude*, *Certificate of International Economics*, 2001 *Award for Outstanding Scholar in Economics*

ADMISSIONS

- Bar of Washington
- United States Court of Appeals for the Ninth Circuit
- United States District Court for the Eastern District of Washington
- United States District Court for the Western District of Washington

THOUGHT LEADERSHIP POWERED BY HUB

- 29 June 2018, Working Wise: Workplace Considerations Related to the Opioid Epidemic (*Research Surveys*)

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Employment Disputes and Investigations
- Employment Issues in Business Transactions
- Human Resource Advice and Compliance
- Wage and Hour

REPRESENTATIVE EXPERIENCE

- Assisted employers with internal investigations of discrimination and harassment claims and with self-audits regarding employee classifications and wage and hour compliance.
- Drafted successful appeal brief to the Ninth Circuit Court of Appeals in pro bono First Amendment case and obtained ruling that the City of Seattle's Parade Ordinance was facially unconstitutional because it provided the Chief of Police with too much discretion in making permitting decisions
- Prosecuted and defended motions seeking injunctive relief in disputes regarding trade secrets and post-employment restrictive covenants.

- Assisted with seven-day jury trial in King County Superior Court and obtained defense verdict in favor of technology company on former employee's claims of retaliation and discrimination based on national origin, race, and religion.
- Drafted many successful motions for dismissal and/or summary judgment in employment disputes involving claims under federal and state anti-discrimination and anti-retaliation laws and other causes of action, including negligence, fraud, unjust enrichment, promissory estoppel, and intentional infliction of emotional distress.
- Obtained defense verdict for transportation company after five-day jury trial in U.S. District Court for the Western District of Washington in lawsuit involving claims of race discrimination and Family and Medical Leave Act interference and retaliation. The verdict was affirmed by the Ninth Circuit Court of Appeals following appeal by the former employee.
- Obtained summary judgment for transportation company in lawsuit involving claim of retaliation for reporting a workplace injury. The judgment was affirmed by the Ninth Circuit Court of Appeals following appeal by the employee.
- Obtained numerous favorable decisions from fair employment practices agencies, including the Equal Employment Opportunity Commission, the Washington State Human Rights Commission, and the Seattle Office for Civil Rights.
- Led employment-related due diligence teams and advised clients regarding risks and employee integration in connection with public and private company mergers and acquisitions.
- Recovered several hundreds of thousands of dollars in unearned relocation expenses and signing bonuses from clients' former employees under various forms of claw-back and repayment agreements.
- Defeated plaintiffs' motion for Rule 23 class certification in putative class action alleging that bank employees at nearly 200 locations performed off-the-clock work without compensation.