



Elliot Watson

Associate

Seattle
+1.206.370.8031

elliott.watson@klgates.com

OVERVIEW

Elliot Watson is a senior associate in the firm's Seattle office. He has experience in a variety of labor and employment and litigation matters, including assisting in the representation of a large corporate client in a religious and national origin discrimination case involving 25 plaintiffs. After a seven week trial, Elliot and the firm's trial team secured a unanimous verdict for the corporate defendant. He also represents management in federal and state courts, mediation, arbitration, union grievance proceedings, settlement negotiation, and before numerous administrative agencies, including the NLRB, EEOC, PERC, and Washington Human Rights Commission. He has also represented employers in state and nationwide wage-and-hour class actions.

Elliot advises companies regarding a wide range of state and federal labor and employment matters, including labor/management relations, fair employment practices, wage and hour matters, hiring, discipline, disability accommodation, leave management, employee terminations and performance management, reductions in force, discrimination, prevailing wage, retaliation, harassment, noncompetition/trade secrets, union avoidance, and administration of collective bargaining agreements.

Elliot works with the corporate group to assist employers with respect to the employment aspects of business transactions, such as mergers and acquisitions. He regularly drafts and revises employment policies and agreements such as offer letters, hiring/onboarding documents, employment agreements, executive contracts, retention agreements, restrictive covenant agreements, separation agreements, invention assignment and non-disclosure agreements, severance agreements, staffing agency agreements, independent contractor agreements, settlement agreements, as well as handbooks and standalone EEO policies, among others.

PROFESSIONAL BACKGROUND

Elliot served as legal extern for the United States District Court for the Western District of Washington and was a K&L Gates summer associate in 2012.

EDUCATION

- J.D., Seattle University School of Law, 2013 (*summa cum laude*; *Research and Technical Editor, Seattle University Law Review, 2012-2013; Dean's List, 2010-2013*)

- B.A., Colorado College, 2007

ADMISSIONS

- Bar of Washington
- United States District Court for the Western District of Washington

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety