



Russ Perisho, PLLC
Employment and Labor Law Attorney
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Work Experience

Russ Perisho, PLLC, Poulsbo, WA 2008 to present

Attorney/Sole Practitioner

- Performed workplace investigations.
- Provided advice on employment and labor law issues.
- Mediator, employment disputes.
- Pro Tem Judge, Poulsbo Municipal Court.

Perkins Coie LLP, Seattle, WA 1978 to 2008

Partner

- Senior partner at Perkins Coie LLP. Practiced 30 years in its Seattle employment and labor law group.
- Provided practical problem-solving legal advice in ongoing collaborative client relationships for a wide variety of industries and organizations: telecommunications; hospitals, doctors groups and clinics; manufacturing; paper and wood products; broadcasting; financial services; retail; hotel and restaurants; biotech and pharmaceutical; insurance; metal distribution; construction; nonprofit agencies; and schools, universities, cities, and public utility districts.
- Over 30 years successful track record in defending and resolving the entire range of employment and labor law cases and disputes in federal and state courts and agencies: discrimination, whistle blowing, wrongful discharge, wage hour, executive termination and severance disputes, confidentiality and trade secret issues, noncompetition and nonsolicitation enforcement, grievance arbitration (contract and discipline), NLRB and PERC hearings, EEOC/WSHRC proceedings, workers compensation, unemployment compensation, and OSHA/WISHA proceedings.
- Performed leadership roles, including serving as the Chair of the Seattle Labor and Employment Law group, Chair of the Associate Evaluation Committee, member of the Lateral Partner Committee and member of the Partners' Compensation Committee.
- Addressed sensitive personnel issues, including hiring, training, evaluation, compensation, EEO, and termination.
- Provided pro bono employment law advice to community organizations such as the Community Health Centers of King County, EarthCorps, Ryther Child Center, Salvation Army Harbor Light Mission and Intiman Theatre. Served on Board of Trustees, Ryther Child Center.
- Developed curriculum on harassment prevention and employment laws, and regularly conducted training of managers and employees.
- Conducted numerous employee misconduct investigations, with a focus on executive-level issues. Recently, worked with a leading Seattle HR consultant to develop a well-received training module on difficult issues faced in employee investigations.

Whalen for Congress, Davenport, Iowa 2006

Campaign Manager

Took an extended leave from legal practice to manage the political campaign of a long-time friend who ran for Congress in a highly competitive top-tier Iowa race. As campaign manager, generally responsible under intense and rapidly-changing conditions for all aspects of the campaign, including press, budget, staff, volunteers, media, national and state party coordination, event planning and fundraising.

Lord, Bissell & Brook, Chicago, Illinois 1976

Law Clerk

Responsibilities included legal research and writing.

U.S. House of Representatives, Minority Leader Congressman Robert H. Michel, Washington, DC and Peoria, Illinois 1970-1975

Staff Positions

Responsibilities included constituent services and legislative research.

RECENT SPEECHES AND PRESENTATIONS

CR 39.1 Neutral Training

U.S. District Court, Western District of Washington, Seattle; Panelist, 2008

Taking Workplace Investigations Seriously

Lake Washington Human Resource Association (Bellevue), 2008

Taking Workplace Investigations Seriously

Perkins Coie Employment Law Briefings (Seattle, Tacoma, Bellevue, Lynnwood, Portland), 2007

Washington Disability Discrimination Law: The Legal Framework

National Employment Law Institute (Seattle), 2005, 2007 and 2008

Labor and Employment Law Update

Seattle University School of Law (Seattle), 2004

Reasonable Accommodation and Disability Issues in Employment: The Doctor's Perspective

Perkins Coie Employment Law Briefings (Seattle, Tacoma, Bellevue, Lynnwood), 2004

The Wireless Manager: A Framework for Employee Relations Decision-Making in Today's Complex Legal Environment

Perkins Coie Employment Law Briefings (Seattle, Tacoma, Bellevue, Lynnwood), 2003

Employment Challenges Surrounding Computers, Email and the Internet

Perkins Coie Employment Law Briefings (Seattle, Tacoma, Bellevue, Lynnwood), 1997

PROFESSIONAL ACTIVITIES

Frequent speaker on labor and employment law topics

Mediator and arbitrator

American Bar Association, Employment and Labor Law Section

Employment Law Strategist, Board of Editors

Washington State Bar Association, Labor and Employment Law Section,

Executive Committee, 2001-2005; Chair, 2004

PROFESSIONAL RECOGNITION

Listed in *Chambers USA* "America's Leading Business Lawyers"

Listed in *Washington Law & Politics*, "Washington's Super Lawyers"

Listed in *The Best Lawyers in America* (recognized for labor & employment law)

Listed in *Seattle Magazine* "Seattle's Best Lawyers"

Recognized in *Washington Law & Politics* magazine as a "Leading Washington Lawyer Representing Businesses" (August-September 1999)

ADMITTED TO PRACTICE

Washington

United States Supreme Court

United States Court of Appeals, Ninth Circuit

United States District Courts, Western and Eastern Districts of Washington

EDUCATION

University of Illinois, Champaign, Illinois, 1971-1974

Bachelor of Arts Degree in Political Science

Harvard Law School, Cambridge, Massachusetts 1975-1978

Juris Doctor Degree