



## Breanne Sheetz Martell

Shareholder

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### Focus Areas

Wage and Hour  
Class Action  
Littler Pay Equity Assessment  
Discrimination and Harassment  
Litigation and Trials  
Appellate

### Overview

Breanne Martell advises and represents employers in many industries, including healthcare, transportation, restaurant, retail, technology, manufacturing, financial services, security, and franchising. She focuses her practice on defending employers in class and collective actions under federal and Washington state law, and providing practical advice and conducting audits on compliance with wage-and-hour and pay equity laws, and drafting incentive compensation plans including commissions and bonuses. She also regularly represents employers who are facing audits and investigations by government agencies. In addition, Breanne has significant experience defending employers in discrimination, equal pay, and wrongful termination lawsuits.

Breanne's creativity and dedication have achieved positive results for her clients in numerous settings, including:

- Obtaining complete dismissal of nationwide class action allegations in a case asserting claims for misclassification and unpaid commissions under 48 states' laws
- Winning summary judgment in a case challenging a company's nationwide bonus practices with respect to calculation of the regular rate
- Obtaining complete dismissal of nationwide claims under the FLSA related to off-the-clock work for security screening on the grounds that the time was not compensable
- Obtaining dismissal of nationwide collective action allegations in an FLSA case asserting regular rate claims

- Defeating conditional certification of multiple FLSA collective actions asserting off-the-clock and regular rate claims
- Defeating class certification of employees and volunteers in multiple Washington state and federal court wage-and-hour class actions
- Prevailing on an appeal to a federal Court of Appeals in a precedent-setting win regarding a class action settlement
- Securing a complete defense verdict in a federal disability discrimination trial
- Obtaining a dismissal with prejudice on the pleadings in a federal discrimination case
- Winning summary judgment in a high-stakes race and gender discrimination case
- Winning summary judgment in a wage-and-hour case brought by a volunteer
- Persuading a state agency to dismiss a child labor citation on appeal
- Obtaining a determination of compliance from a federal agency regarding independent contractors
- Obtaining a determination of compliance from a Washington state agency regarding allegations of unpaid wages

Breanne is a member of Littler's Pro Bono Committee and Associates Committee.

## Professional and Community Affiliations

- Member, Washington State Bar Association
- Member, King County Bar Association
- Member, American Bar Association
- Chair, Legal Voice Senior Workgroup

## Recognition

- Named, Rising Star, Washington, *Super Lawyers*, 2014-2019
- Recipient, Special Contributions to Legal Voice, *Legal Voice*
- Recipient, Pro Bono Publico Service Commendations, *Washington State Bar Association*
- Recipient, Civic Service Award, *Seattle Jaycees*
- Recipient, E. Blythe Stason Award, *University of Michigan Law School*
- Recipient, Jeffrey Lehman Legal Practice Award, *University of Michigan Law School*
- Recipient, Yeoman Service Award, *University of Michigan Law School*

## Education

J.D., University of Michigan Law School, 2007, *cum laude*

B.A., University of Puget Sound, 2001, *summa cum laude*

## Bar Admissions

Washington

## Courts

U.S. Court of Appeals, 9th Circuit  
US District Court: Western District of Washington  
U.S. District Court, Eastern District of Washington  
U.S. District Court, District of Colorado  
U.S. District Court, Northern District of Florida

## Publications & Press

### **Washington State Legislative Updates**

*Little Insight*

March 27, 2024

### **Pro Bono Week Podcast – Seeking Justice for a Neurodiverse Individual on Death Row**

*Little Podcast*

October 24, 2023

### **Pro Bono Week Podcast – Adoption in Alaska**

*Little Podcast*

October 25, 2022

### **Minding the Pay Gap: What Employers Need to Know as Pay Equity Protections Widen**

*Little Report*

September 2, 2022

### **Washington Becomes Third Jurisdiction to Require Wage Disclosures in Job Postings**

*Little ASAP*

May 2, 2022

### **Top W&H Developments For Women In The Workforce In 2021**

*Law360 Employment Authority*

December 15, 2021

### **Pro Bono Week Podcast – Eight Million Stories: Appellate Work in Criminal Law**

*Little Podcast*

October 27, 2021

### **Equal Pay Act's 'Other Than Sex' Defense Meaning Still Murky**

*Law360 Employment Authority*

July 27, 2021

**Washington Amends its Equal Pay Law to Enact Salary History Ban and Require Disclosure of Salary Ranges**

*Littler ASAP*

May 16, 2019

**Seattle Passes Ordinance to Expand Employment Rights to Domestic Workers**

*Littler ASAP*

August 27, 2018

**10 Seattle Women Business Leaders Discuss the Power of Mentors**

*Seattle Business Magazine*

April 25, 2018

**New Pay Equity Law in Washington State**

*Littler ASAP*

April 16, 2018

**Littler Elevates 28 Attorneys to Shareholder**

*Littler Press Release*

January 3, 2018

**The Current State of Meal and Rest Break Law in Washington State**

*Littler Insight*

October 4, 2017

**New Minimum Wage and Paid Sick Leave Laws for Washington Employers**

*Littler Insight*

December 22, 2016

**Seattle's Updated Labor Standards Requirements**

*Littler ASAP*

March 29, 2016

**Washington Piece-Rate Workers to Receive Separate Rest Breaks**

*Littler ASAP*

July 23, 2015

**Seattle's New Wage Theft Ordinance Imposes Notice Requirements and Civil Penalties**

*Littler Insight*

April 15, 2015

**New Mexico Supreme Court Creates Additional Protections for Physicians Participating in Peer Review**

*Littler ASAP*

March 3, 2015

**California Appellate Court Refuses to Certify Meal and Rest Break Class Action**

*Littler ASAP*

June 13, 2014

**Seattle Increases Minimum Wage to \$15 Per Hour Over Several Years**

*Littler Insight*

June 5, 2014

**Challenges and Best Practices for Home Care Employers Following the Elimination of the Companionship Exemption**

*Littler Report*

November 7, 2013

**California Increases Regulation of Home Care Agencies**

*Littler ASAP*

October 17, 2013

**False Claims Act Whistleblowers Continue to Collect Large Settlements**

*Littler ASAP*

July 24, 2013

**Hospital Defeats Class Certification of Meal and Rest Break Claims**

*Littler ASAP*

April 12, 2013

**Hot Wage and Hour Issues for Home Healthcare Employers**

*Littler Report*

March 19, 2013

**Defamation Claims by Medical Providers**

*Littler ASAP*

February 5, 2013

**Washington State Supreme Court Orders Overtime Payment for Missed Breaks**

*Littler Insight*

November 15, 2012

**Washington State Supreme Court Orders Overtime for Missed Breaks**

*Littler ASAP*

November 15, 2012

**Another Automatic Meal-Break Deduction Class Action Decertified**

*Littler ASAP*

October 18, 2012

**Hospitals Face Increasing Religious Discrimination Claims**

*Littler ASAP*

August 2, 2012

**Dismissing Hospital FLSA Collective Action, Court Rejects “Integrated Healthcare System” Claim**

*Littler ASAP*

February 27, 2012

**DOL Targets Home Health Care Provider for Payment of Flat Daily Rates**

*Littler ASAP*

February 6, 2012

**Two More FLSA Collective Actions Against Hospitals Decertified**

*Littler ASAP*

December 29, 2011

**Littler Bolsters Pacific Northwest Presence with a Group of Four New Attorneys**

*Littler Press Release*

September 13, 2011

**The Choice to Limit Choice**

*40 U. Mich. J. L. Reform 401*

2007

**Speaking Engagements**

**Show Me the Money! Incentivizing the Workforce of the Future**

October 24, 2023

**Show Me the Money: Incentivizing the Workforce of the Future**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

**Equal Justice and the Law: Diversity & Inclusion and Equal Pay Initiatives in the Workplace**

December 4, 2020

**Understanding Pay Equity**

Seattle, WA

November 7, 2019

**Predictive Scheduling: 5 Tips to Stay Compliant**

Deputy Webinar

August 6, 2019

**Top Wage and Hour Compliance Tips**

2019 PAC West Retailer Summit

July 18, 2019

**Home Care in the Trump Era: A Practical Guide to Building Compliance**

Home Care Association of Washington

April 25, 2018

**Top 10 HR Strategies to Mitigate Risk & Ensure Compliance**

2018 Washington State Employment Law & HR Conference - Washington State SHRM

April 20, 2018

**Bring Your "A" Game: Arbitration Agreements with Class Waivers**

Association of Corporate Counsel of Washington

January 25, 2018

**Preparing for Change: An FLSA Seminar on the New Overtime Rule**

Accounting Principals

August 10, 2016

**DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?**

Seattle, WA

February 25, 2016

**The \$50,440 Question**

LWHRA Symposium

February 9, 2016

**Top 10 Wage and Hour Compliance Tips**

Seattle, WA

April 23, 2015

**Conducting Lawful Investigations Workshop**

Seattle, WA

September 12, 2013

**Wage & Hour Boot Camp**

Seattle, WA

April 9, 2013

**Wage & Hour Boot Camp**

Seattle, WA

March 20, 2013

**Employment Law Update**

Seattle, WA

January 24, 2013

**Top 10 Wage and Hour Compliance Tips**

August 24, 2012

**2012 Wage & Hour Boot Camp – A Guide to Combating Wage & Hour Liability**

Seattle, WA

March 20, 2012

**New FLSA Initiatives and Issues Under the Obama Administration**

Association of Washington Business

May 18, 2011

**Books & Book Chapters**

- *Washington State, Wage and Hour Laws: A State-by-State Survey*, BNA, co-authors: Thieme and Subit, 2011-2022
- *Handbook for Washington Seniors: Legal Rights and Resources*, *Legal Voice*, editor-in-chief, 2012
- *The FLSA – A User's Manual*, 5th Edition, FLSA, LRIS, co-author, 2010