



Rachael A. Curtis

Of Counsel

One Union Square
600 University Street, Suite 3200
Seattle, WA 98101
main: +1 (206) 623-3300
direct: (206) 381-4999
fax: +1 (206) 447-6965
racurtis@littler.com

Practice Areas

Litigation and Trials
HR Advice and Counsel
Investigations
Appellate
Arbitration

Overview

Rachael A. Curtis represents employers in every facet of employment law, providing both seasoned advice and zealous advocacy for her clients. Her litigation practice includes defense of claims for wrongful discharge, discrimination, harassment, retaliation, failure to accommodate, wage and hour disputes, and contract claims. For clients whose employees are unionized, Rachael handles contract grievances and unfair labor practice complaints. Rachael represents clients in state and federal courts, in mediations, arbitrations, and before state and federal administrative entities, including the Equal Employment Opportunity Commission, Washington's Human Rights Commission, and the National Labor Relations Board.

Rachael also advises her clients on a broad range of employment and labor issues including employee misconduct investigations and disciplinary matters, leave and accommodation requests, personnel policies and employee handbooks, executive and employee contracts, and best practices for avoiding future employment-related litigation.

Rachael previously served as a federal law clerk, conducted more than 15 jury trials as a county prosecutor, and served as general counsel to a four-year state university. Rachael has been focusing on labor and employment law for nearly a decade. She enjoys building long-term relationships with her clients, helping them to assess risk in a manner that aligns with their business goals, and developing strategy to achieve their desired outcomes. Rachael has represented large and small companies, nonprofit organizations, and public-sector agencies. She tailors her advice and litigation approach to each client's unique industry and priorities.

Professional and Community Affiliations

- Board Member, Eastern Washington University Foundation, 2024-present
- Member, Class of 2026, Leadership Spokane
- Member, Washington Women Lawyers
- Member, Labor and Employment Law Section, Washington State Bar Association

Education

J.D., American University, Washington College of Law, 2014, *magna cum laude*, Top 5%

B.A., University of California, San Diego, 2008, *magna cum laude*

Bar Admissions

Washington

Courts

U.S. Court of Appeals, 9th Circuit

Washington Superior Court

Washington Court of Appeals

Washington State Supreme Court

U.S. District Court, Eastern District of Washington

U.S. District Court, Western District of Washington