



Trish K. Murphy

ATTORNEY
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Attorney Trish K. Murphy has more than two decades of experience in workplace investigations, employment law, and labor relations. Since she began her career in labor and employment law in 1996, she has developed a pragmatic, results-driven approach to her practice, which is focused exclusively on the needs of public and private organizations in Washington State.

A seasoned workplace investigator, Trish regularly conducts independent investigations of a diverse range of claims including discrimination, sexual harassment, harassment based on a protected status, retaliation, misconduct, ethics violations, bullying, and improper governmental action. She has performed more than 175 investigations, many involving highly charged situations with complex facts and sensitive allegations. She is also certified by the Association of Title IX Administrators (ATIXA) to conduct Title IX investigations.

Trish counsels and represents employers on a wide spectrum of employment law issues to protect their interests and help foster high-performing workplaces. Employers rely on her for practical guidance and advocacy in such matters as non-competition and employment agreements, employee handbooks, wage and hour issues, disability accommodation, termination, and compliance with laws prohibiting discrimination, harassment, and retaliation.

She provides strategic labor relations advice and representation in a broad array of labor matters, from collective bargaining and labor arbitration to unfair labor practice and representation proceedings. Her expertise includes over a decade

of experience serving as chief spokesperson in labor negotiations, including bargaining with law enforcement and firefighter unions.

Trish is proactive on clients' behalf, keeps clients on top of emerging issues, and writes regularly on matters of labor and employment law. Trish has served as a Contributing Editor for the American Bar Association's labor law treatise, *The Developing Labor Law*, since 2015.

Professional Leadership

Trish is active in the professional legal community and has held a number of leadership positions, including the roles of Chair of the King County Bar Association Labor and Employment Law Section and Chair of the 2013 Pacific Coast Labor and Employment Law Conference. She has served as a Trustee of the KCBA Labor and Employment Law Section since 2008 and has chaired the Mary Ellen Krug Scholarship Committee since 2010.

Education

Trish holds a juris doctor from the University of Washington School of Law, where she served as an editor of the Washington Law Review and received the Mary Ellen Krug Award for excellence in labor and employment law. She earned her bachelor of arts at the University of Washington, graduating magna cum laude and Phi Beta Kappa.

Admission to Practice

State of Washington

U.S. District Court for the Western District
of Washington