



Associate Attorney in Dorsey & Whitney's Labor & Employment Practice

A Little About Dorsey & Whitney

Dorsey & Whitney is a trusted legal advisor and valued business partner with 19 locations across the United States, Canada, Europe and Asia. We are a premier legal counselor to companies worldwide in a wide range of industries, including food, beverage & agribusiness; technology; banking & financial institutions; development & infrastructure; energy & natural resources and healthcare.

Dorsey has been consistently recognized as a great place to work. We have been recognized as one of the top 50 law firms for women by Working Mother for 13 years running. We have scored 100% on the Corporate Equality Index for our respect for LGBTQ rights for fifteen consecutive years.



Dorsey's full-service Seattle office has approximately 100 professionals (attorneys, paralegals and staff). Our office was named one of Washington's Most Equitable Workplaces in 2020. We're in the Columbia Tower on floors 59-61. This team is on the 59th floor.

Work With A Vibrant Team

In this position, you will be an associate in the Labor & Employment Group. We work together well. You'll receive significant, direct client contact – often quickly becoming the client's first point of contact with the team. Because we work so collaboratively with clients and colleagues in our California offices, experience as an employment lawyer in California is a major plus.

[Aaron Goldstein](#) is a partner and the person with whom you'll work most closely. Aaron started his practice in Dorsey's Trial Group, then left Dorsey for Portland to return 7 years later. Aaron brings a decade and a half of experience to companies' quirkiest, thorniest, and most complex employment and trade secret issues. Aaron also works with companies to develop policies and practices that are engines for business growth, that protect companies' sensitive information, and that reflect the culture and values of the companies he represents. When Aaron's clients face litigation, he aggressively pushes their cases forward to an efficient resolution. Aaron represents companies in a wide variety of industries including, banking, financial services, computer software, semiconductor fabrication, retail, and medical supplies.

[Mike Droke](#) heads our local employment and labor and cooperatives industry team. Mike's practice focuses significantly on providing a broad range of legal advice to food, beverage and agribusiness cooperatives across the United States. Mike started his career as a client, not a lawyer. He worked as operations supervisor (at an amusement park in California), human resources manager, consultant, and lawyer. He has served as Seattle Office Head (during his tenure the Seattle Office was named one of Washington's best workplaces), Practice Group Head, and is the Founder of LegalMine, Dorsey's document review service. Mike is a high energy, enthusiastic, customer-focused lawyer. He

innovates legal processes (creating LegalMine), develops new marketing channels (spearheading our Interactive Dialogue web series), and is constantly seeking to improve business processes.

[Ieva Aubin](#) is a partner and runs our Immigration practice, which is also part of the Labor & Employment Group. Ieva has practiced her entire career at Dorsey, first in the Trial Group and then Labor & Employment/Immigration. As an employment and business immigration attorney, Ieva advises corporate and individual clients on all aspects of U.S. immigration and nationality law, including non-immigrant visas, permanent residence petitions, citizenship and naturalization, expatriate assignments, and the immigration-related aspects of corporate restructurings. Ieva also represents management regarding the full spectrum of workplace policies and practices, including drafting and negotiating employment, separation and non-competition agreements, handling workplace harassment and discrimination claims, and providing legal and practical advice on employee hiring, discipline and termination.

In addition, our Seattle Labor & Employment team has two associates, one attorney, two paralegals, and additional legal assistants. Each professional works interdependently to provide exceptional advice and service. The team enjoys working together and likes having fun in the practice of law!

Key Success Factors

This is a very customer-focused role. Many of the team's customers have time-urgent needs. Many have worked with the team for decades. You will know them personally, know about their businesses, and be a key first point of contact when they need legal help. You'll have a lot of direct client contact and provide pragmatic, clear legal advice and litigation defense.

This is not a hierarchical team. Each member works together to accomplish our client's legal and business objectives. Every team member will roll up their sleeves to do whatever is necessary get the job done. You'll be expected to manage the cases and advice issues that arise. You'll have daily discussions with partners for support, who have high expectations and provide a lot of support.

Like all legal positions, this job requires a balance between quick responsiveness and careful attention to detail.

Finally, our broad practice covers everything from merger/acquisition support to handling myriad issues across the U.S. Any given day you might go from a call advising on a tricky termination in Alabama, to a non-compete issue in New York, to defending a wage class action in Los Angeles.

Examples Of What You'll Be Working On

- Provide increasingly complex employment law advice and counsel based on experience.
- Manage single-plaintiff cases and play a substantial role in managing complex litigation including class actions

- Recommend and collaborate with partners on case strategy and tactics
- Substantial brief writing
- Interview witnesses and prepare fact presentations for litigated matters
- Draft discovery requests and responses to discovery requests
- Take and defend depositions
- Substantial trial work, as required
- Proactively maintain workload and caseload; anticipate next steps and implement follow-up procedures.
- Maintain electronic and paper files.
- Manage case dockets, dates and deadlines for client projects and legal filings.
- Assist with special projects and cooperate as a team member with co-workers.
- Have fun working with great people for amazing clients!

Qualified Candidates Will Have

- J.D. degree from an ABA-accredited law school.
- Three to four years of labor and employment attorney experience.
- License to practice in Washington (including Federal courts)
- Excellent verbal and written communication skills. Highly responsive and proactive.
- Excellent customer service skills.
- Ability to work as a team member and communicate effectively with all levels of personnel. Everyone is a customer.
- A commitment to diversity and personal practice development.
- Ability to think creatively and approach projects and tasks from a continuous-improvement perspective.
- Strong knowledge of main Microsoft Office products, in particular Word, PowerPoint and Outlook. Knowledge of Excel is a plus.

- Strong attention to detail, proofreading and organizational skills.

Dorsey offers opportunities for advancement within a collaborative and dynamic environment, competitive salary, and excellent benefits. Our benefits include comprehensive medical, dental, and vision insurance; domestic partner benefits (for same-sex and opposite-sex domestic partners); Dorsey & Whitney 401(K) Retirement and Savings Plan; 15 weeks of paid parental leave, plus an additional 6-8 weeks of paid short-term disability for lawyers who give birth; adoption assistance; back-up child care program; education and college advising programs; well-being programs and activities; a 24/7 employee assistance program with confidential counseling; and more!

Dorsey values the strength that comes from a diverse and inclusive workplace. It contributes to the success of our people and our clients and enriches our experience. We encourage individuals with diverse backgrounds and experiences to apply.

Dorsey & Whitney LLP is an EEO/AAP/Disabled Vets Employer. All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, ancestry, sex, national origin, sexual orientation, gender identity, affectional preference, disability, age, marital status, familial status, status regarding public assistance, military or veteran status, or any other legally protected status.

How To Apply

You can apply online at www.dorsey.com/careers/attorneys. We have a simple online application form. We do not accept application materials by mail or email except as a reasonable accommodation for qualified disabled applicants. Individuals unable to use our online process due to a disability should call (612) 492-5119.