

Leigh Ann Collings Tift

Shareholder

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Practice Areas

Complex Litigation and Jury Trials
Class Actions
Discrimination and Harassment
Wage and Hour
Labor Management Relations

Overview

Leigh Ann C. Tift represents employers in Washington and Oregon in matters ranging from employment discrimination claims to union-management negotiations. Her broad range of experience includes:

- Single plaintiff employment discrimination litigation
- Multi-plaintiff, multi-claim employment litigation
- Wage and hour class actions
- Non-compete and employment agreement disputes
- Unfair labor practice proceedings
- Administrative practice and mediation before human rights agencies
- Arbitration of civil and traditional labor disputes.

Leigh Ann appears in federal and state courts in Washington and Oregon and before the Equal Employment Opportunity Commission, the Washington State Human Rights Commission, the Washington Department of Labor and Industries, the Washington Board of Industrial Insurance Appeals, the National Labor Relations Board and Washington's Public Employment Relations Commission. She has specific expertise with claims involving:

- Title VII
- The Americans with Disabilities Act
- The Washington Law Against Discrimination
- State and federal wage and hour provisions
- State worker's compensation laws
- State prevailing wage requirements

Most frequently working with retail clients, airlines, and public employers, Leigh Ann also provides preventative counseling and training. Leigh Ann has spoken at a number of seminars and training presentations:

- On the interrelationship between state and federal discrimination laws
- Wage and hour disputes
- Employee separation agreements
- Duty to hire/promote claims
- Effective employee discipline

She also assisted with the development and delivery of training for the State of Washington's state-wide training program for managers and supervisors in the areas of hiring, diversity, anti-discrimination, and collective bargaining.

Formerly, Leigh Ann worked as associate general counsel for a major airline. She also worked in the Seattle City Attorney's Office, Civil Division, Employment Section.

Professional and Community Affiliations

- Member, Washington Defense Trial Lawyers Association
- Member, Washington Bar Association
- Member, Washington Women Lawyers Association
- Member, King County Bar Association
- Member, American Bar Association

Education

J.D., Seattle University, 1981

B.S., Utah State University, 1978

Bar Admissions

Washington

Oregon

Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, District of Washington

U.S. District Court, District of Oregon

Publications & Press

May 19, 2008

Oregon Supreme Court Puts the 'Breaks' on Rest Period Claims

Littler ASAP

June 8, 2007

Washington Legislature Adopts New Definitions of "Disability" and "Impairment" Under Washington Law Against Discrimination

Littler ASAP

January 1, 2002

Failing to Train Managers on Preventing Discrimination in Employment Decisions can Establish an Employer's Willful Disregard for the Law Leading to an Award of Punitive and Liquidated Damages

Littler ASAP

Speaking Engagements

April 9, 2013

Wage & Hour Boot Camp

Littler Mendelson and Association of Washington Business (AWB), Spokane, WA

March 20, 2013

Wage & Hour Boot Camp

Littler Mendelson and Association of Washington Business (AWB), Seattle, WA

October 30, 2012

Workplace Safety: Everything from obvious threats to issues you may not be thinking about

Littler Mendelson and Association of Washington Business, Seattle, WA

October 6, 2011

Advanced HR Workshop: 10 Thorny Employment Law Challenges You Must Know How to Handle

Littler Mendelson and the Association of Washington Business, Seattle, WA

September 14, 2010

Social Media in the Workplace: Is Your Company the Next Victim?

Littler Mendelson, Seattle, WA

September 23, 2009

Washington's Meal and Rest Break Regulation

Littler Mendelson, Seattle, WA