

KELLERROHRBACK

L A W O F F I C E S ♦ L . L . P .



LINDA FANG

CONTACT INFO

1201 Third Avenue, Suite 3200

Seattle, WA 98101

(206) 623-1900

lfang@kellerrohrback.com

PRACTICE EMPHASIS

- Business & Finance
- Employment Law

EDUCATION

University of California, Berkeley

B.A., 2000

Political Science

University of Illinois College of Law

J.D., 2005

Linda uses her experience as an employment litigator and small business owner to help provide peace of mind to business owners.

For the first eight years of her legal career, Linda represented some of the lowest-wage workers in the car wash, restaurant, garment, and construction industries in Los Angeles's "underground economy." Linda fought for workers' and immigrants' rights through impact litigation, individual lawsuits, and class action cases, recovering more than \$20 million for unpaid and underpaid workers across the state of California.

After moving to Washington and prior to joining Keller Rohrbach, Linda had her own firm for seven years, which had a mission of helping others like her – women and minority business owners – to overcome systemic barriers and achieve their highest levels of business success through access to high-quality, client-focused legal services and support networks.

Linda understands how costly and detrimental legal disputes can be for small and midsize businesses and she uses her experience to help companies minimize legal risk and stay out of trouble, including:

- Advising business owners and HR departments on a wide range of day-to-day and strategic employment and human resources issues, including employee hiring, discipline, and termination, wage and hour questions, worker classification, leave administration, and disability accommodations;
- Drafting employment agreements (including confidentiality, non-compete, and non-solicitation provisions), severance agreements, and employee handbooks and policies;
- Conducting pay equity, racial equity, and civil rights audits for companies;
- Responding to and investigating workplace complaints, employee demand letters, and federal, state, and local agency audits and investigations.

Linda is licensed to practice in Washington and California, and a significant part of her practice involves working with multistate employers or employers who wish to expand into other states, either intentionally or because COVID has transformed their team into a remote workforce.

In her free time, Linda enjoys traveling, cooking, and enjoying great food with her husband and playful little dog, Eleanor, watching Formula One races, doing puzzles, and reading or knitting by the fireplace with a matcha latte on rainy days in Seattle.

BAR & COURT ADMISSIONS

2005, California

2005, U.S. District Court for the Central District of California

2009, U.S. District Court for the Northern District of California

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BAR & COURT ADMISSIONS CONTINUED

2009, U.S. Court of Appeals for the Ninth Circuit
2012, U.S. District Court for the Eastern District of California
2014, Washington
2015, U.S. District Court for the Western District of Washington
2019, U.S. Supreme Court

PROFESSIONAL & CIVIC INVOLVEMENT

King County Bar Association, *Member*

ARTICLES & PRESENTATIONS

Speaker, Hiring Entities – What To Know About the New Seattle Independent Contractor Protections Ordinance (Communities Rise and Seattle Office of Labor Standards, February 9, 2023)

Speaker, Independent Contractors – What To Know About the New Seattle Independent Contractor Protections Ordinance (Communities Rise and Seattle Office of Labor Standards, February 2, 2023)

Speaker, Vaccine Mandate for Healthcare Workers and Religious Accommodations (Washington Healthcare Access Alliance, September 17, 2021)

Speaker, Returning to the Workplace (Communities Rise and WA Nonprofits, June 23, 2021)

Speaker, Overtime Exemption Rules (Communities Rise and WA Nonprofits, February 12, 2020)

Speaker, Hiring Your First Employee (Communities Rise, December 12, 2019)

Speaker, Trending Topics in Business Law: Employment Law for Business Attorneys (Washington State Bar Association, August 20, 2019)

Speaker, Employment Law Panel (Future For Us, May 23, 2019)

Author, 5 Employment Law Trends for 2017 (NWLAWyer Magazine, December/January 2017)

Speaker, Advising Emerging Companies: Hiring for New Business (Washington State Bar Association, October 30, 2017)

Speaker, Women, Race and Age: Mitigating Bias and Misogyny in the Legal Profession (Washington State Bar Association, September 13, 2016)

Author, Keeping Women Lawyers in the Profession: Why it Rocks (and Sometimes Doesn't) to Be a Woman in Law (NWLAWyer Magazine, April/May 2016)

HONORS & AWARDS

Selected to Rising Stars in *Super Lawyers - Washington*, 2020

PROFESSIONAL & CIVIC INVOLVEMENT

Asian Bar Association of Washington (ABAW), *Member*

Association of Women Attorneys with Real Experience (AWARE), *Member*

Washington Women Lawyers (WWL), *Member*

Communities Rise (formerly Wayfind), Pro Bono Attorney (2015-present)

South Park Senior Citizens, Board Member (2022)

Seattle University School of Law, Solo and Small First Business Planning Course, Adjunct Professor (2019)

Washington State Bar Association, Diversity Committee, *Member* (2018)

Washington State Bar Association, Editorial Advisory Committee, *Member* (2015-2016), *Chair* (2017)

Women's Business Exchange, *Member* (2015-2016) and *Board Member* (2016)