

Jared Van Kirk

Principal

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Clients work with Jared to negotiate quality labor agreements, effectively manage the labor relationship and resolve disputes and to achieve productive relationships with union-represented workforces. Jared also provides his clients with practical advice on complying with the intricate and overlapping network of federal, state and local employment laws.

Jared provides counsel to public and private employers, with a special emphasis on health care and senior living. He understands that employers want to manage employees and comply with labor and employment laws in a way that is consistent with their goals and operational needs, and they want to work to reduce their risk of liability. He applies these principles every day when negotiating labor agreements, addressing disputes and providing advice on a wide variety of complex laws and regulations from labor relations, anti-discrimination and harassment, to navigating the network of laws regulating employee leave, accommodation of disabilities and drug use and drug testing in the workplace.

Jared received his law degree from Harvard Law School and was a clerk for The Honorable Jerome Farris of the U.S. Court of Appeals for the 9th Circuit. Prior to practicing law, Jared received his degree in Human Biology from Stanford University and engaged in genetic research concerning human evolution and complex diseases.

Services

Labor, Employment & Immigration
Labor Advice
Health Care

Admissions

Washington, 2005
U.S. District Court, Western District of Washington, 2006
U.S. Court of Appeals for the 9th Circuit, 2006

Education

J.D., Harvard Law School (*cum laude*) 2005

- *Harvard International Law Journal*, Managing Editor
- First Year Moot Court Competition, Best Brief

B.A., Stanford University (with distinction) Human Biology, 2000

- Phi Beta Kappa

Honors & Recognition

Rising Star, Washington Super Lawyers, 2011-2012 and 2015-2018

Community Activities

Seattle Children's Theatre, Board of Trustees, 2018-present

- Board Operations Committee, 2020-2023

News

Jared Van Kirk Quoted in *GeekWire* About Future of Employer Marijuana Testing Policies
GeekWire, 6.9.21

Speaking Engagements

"Return from Leave Considerations," Policy to Practice, Session 6
Webinar
2.10.26

"PFML Legislative Update," The Rural Collaborative
Speaking Engagement
10.16.25

"2025 Legislative Developments Every Washington Public Employer Should Know," Policy to Practice, Session 5
Webinar
9.16.25

"Bargaining in Uncertain Times - Laying the Groundwork for Success," Policy to Practice Educational Series, Session 4
Webinar
6.16.25

"Real Life Good (and Bad) Faith," Labor Relations Institute
Speaking Engagement
Yakima, WA, 5.7.25-5.9.25

WSAMA 2025 Spring Conference
Event
Suncadia Resort, Cle Elum, WA, April 23-25, 2025

"HR Checkup - Best Practices for Public Employers in 2025," Policy to Practice Educational
Series, Session 3
Webinar
2.12.25

"L&I Wage & Hour Rules and Use of Volunteers," Washington Wine Institute
Speaking Engagement
Online, 1.10.25

"Workplace Accommodations," Policy to Practice Educational Series, Session 2
Webinar
10.16.24

From Policy to Practice: Foster Garvey Launches New Quarterly Public Employer Educational
Series
Webinar
6.14.24

"2024 Employment Law Update," The Rural Collaborative
Speaking Engagement
Olympia, WA, 5.3.24

"Pouring Over the Law: Wine, Spirits and Beer," Washington State Bar Association
CLE Webcast
Washington State Bar Association, 3.29.24

"HB 1155 – The Second Wave," Washington Rural Health Collaborative Presentation
Panel Discussion
Virtual Event, 4.8.21

"Defensible Just Cause in a Public Sector Labor Relations Environment," WAPELRA Webinar
Series
Speaking Engagement
Virtual Event, 3.25.21

"Employers' Guide to I-502," Passenger Vessel Association, Western Region
Speaking Engagement
Seattle, WA, 10.29.14

"Seattle Criminal History Ordinance Workshop," Hospitality Human Resources Association
Speaking Engagement
Seattle, WA, 8.21.13

"Healthcare Employers' Guide to I-502," Washington State Society of Healthcare Attorneys
Speaking Engagement
Seattle, WA, 2.27.13

How to Manage the Minefield of Wage and Hour Regulations as a Healthcare Employer
Seminar
Garvey Schubert Barer, Seattle, WA, 6.20.11

"Family Medical Leave, Down the Rabbit Hole, Encore Presentation!," Western Washington
Rural Health Care Collaborative
Speaking Engagement
Seattle, WA, 5.20.11

"Family Medical Leave, Down the Rabbit Hole," Western Washington Rural Health Care
Collaborative
Speaking Engagement
Seattle, WA, 1.25.11

"DOL Releases New Regulations - It's Time to Learn the FMLA All Over Again," Garvey
Schubert Barer - Labor & Employment Seminar Series
Speaking Engagement
Seattle, WA, 1.7.09

Legal Alerts

Washington's Minimum Wage, Minimum Salary for Exempt Status and Noncompete Salary
Thresholds Set to Increase in 2026
10.16.25

2025 Legislative Developments Affecting Washington Employers
7.30.25

Texas Court Invalidates Federal Rule That Raised Salary Thresholds For Overtime Exemptions
11.21.24

2025 Increases in Washington Minimum Wage and Other Employee Expenses
10.15.24

U.S. Department of Labor Sets New Salary Thresholds for 2024 and Beyond
5.15.24

Breaking Update: FTC's Noncompete Ban and What It Means for Washington
4.24.24

Important Changes to Washington's Noncompete Law
3.25.24

What Employers Should Know About the NLRB's New Joint Employer Rule
3.13.24

2024 "To-Do" List for Employers
1.11.24

NLRB Decision Restricts the Use of Confidentiality and Non-Disparagement Provisions
4.11.23

New Transparency Rules for Washington Job Postings
3.7.23

Borrowers Beware: Some CARES Act Loans Require a Union Neutrality Pledge
4.1.20

Updates on the New Federal Paid Sick Leave and Paid Child Care Leave Laws
4.1.20

COVID-19 and the Workplace: What an Employer Should Know About the New Federal Leave
Laws
3.24.20

I-502 and You, Washington's New Marijuana Laws and Your Drug Policies
11.20.12

Seattle's Mandatory Paid Sick/Safe Leave Law: Are You Ready for September 1, 2012?
7.5.12

Publications

"Wage Transparency Legislation Brings Unique Challenges and Benefits for Employers"
Radio Matters Blog, 5.2.23

Experience

- Complex labor negotiations for large public hospital
 - Led third cycle of complex, multi-contract labor negotiations for a large public hospital to simultaneously bargain eight successor contracts with three unions. Successfully navigated through eight months of contentious negotiations, aggressive organizing and media campaign and state mediation to secure significant client priorities in a difficult negotiating environment.
- First contract labor negotiations for regional private hospital
 - Led first contract negotiations independent regional hospital to determine terms and conditions of work for broad unit of service, maintenance, technical and professional employees. Successfully negotiated favorable core management priorities and complex compensation system within narrow budget parameters.
- Third cycle negotiations for senior living community
 - Returned for third cycle of negotiations for large, urban senior living community. Successfully managed limited budgetary flexibility while prioritizing labor management relationships.
- Labor negotiations for two affiliated hospitals
 - Represented two affiliated hospitals in simultaneous negotiations with two unions for three separate bargaining units under difficult and contentious conditions, resulting in a favorable outcome for the client. Successfully navigated negotiations lasting a full year, through federal mediation and a joint picketing action. Spearheaded complex compensation proposals involving the establishment of wage scales for over 60 positions.
- Wage and hour arbitration for independent regional hospital
 - Represented large regional hospital in a significant wage and hour arbitration primarily related to meal and rest breaks. Successful arbitration decision adopting employer position and avoiding compensatory liability.
- Premium compensation arbitration for hospital system
 - Represented large urban hospital system defending claims that additional COVID-19 pandemic-era premium compensation was due to hundreds of employees. Assisted client in achieving successful settlement of certain complex claims and winning favorable arbitration decision on most substantial remaining claim.