



LUCINDA J. LUKE

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**Education**

JD, University of Idaho, 1996  
Law Review Editorial Board  
1995-96  
BA Business, cum laude,  
Washington State University,  
1994

**Bar and Court Admissions**

U.S. Supreme Court  
U.S. Court of Appeals for the  
Ninth Circuit  
U.S. District Court, Eastern  
District of Washington  
U.S. District Court, Western  
District of Washington  
U.S. Bankruptcy Court, Eastern  
District of Washington  
State of Washington, 1997  
Yakama Tribal Court

Lucinda J. Luke joined Carney Badley Spellman in 2013. She is a past member of the board of directors. Her law practice focuses on advising employers on a broad range of day-to-day and strategic human resources issues, and employees on navigating workplace issues. She has 20+ years of experience representing employers and employees giving her a unique perspective that helps reach the best possible outcomes for her clients. Ms. Luke represents clients in negotiations, mediation, arbitration, state and federal court, and before various administrative agencies including the Department of Labor and Industries, the National Labor Relations Board, Equal Employment Opportunity Commission, and the Employment Security Department.

**Employment Law Counseling**

- Employment Contracts
- Wage and Hour Compliance
- Non-Competition Agreements
- Workplace Investigations
- Discrimination and Sexual Harassment Complaints
- Employee Handbook and Policies
- Employee Discipline and Termination
- Reduction-in-Force, Furloughs, and Layoffs

Ms. Luke counsels clients in all phases of employment relations. Matters include employment contracts, non-competition and confidentiality agreements, wage and hour compliance issues, employment counseling for start-ups, employment policies and handbooks, workplace investigations, and employment litigation. She assists clients with workforce planning, recruitment, hiring, reduction-in-force, and termination processes. She also advises clients on start-up and executive compensation matters that include benefits such as restricted stock or stock options and incentives or bonuses based upon objectives set for operating performance and vesting.

**Representative Clients**

- Private and Public Sector Employers
- Start-ups and Small Business Owners
- Executive and Professional Employees

## Employment Litigation

Ms. Luke and other Carney attorneys are experienced employment litigators. Although they strive to reduce the risk of litigation through strategic and pro-active counseling, management training, and pre-litigation dispute resolution, they recognize that sometimes clients face litigation for many reasons, some of which are beyond their control. State and federal employment laws and regulations are continually changing and are increasingly complex. They have experience in multiple jurisdictions and have handled complex multi-party and class action litigation.

## Employment Appeals

We also have in-depth experience with employment law appeals. Our appellate advocacy group has over eighty years of combined experience arguing appeals in the state and federal appeals courts. They have won ground-breaking victories in the Washington Supreme Court and the United States Court of Appeals for the Ninth Circuit. They are familiar with the judges, the internal procedures, and the personalities of these courts. They have applied this in-depth experience earned in the Pacific Northwest to win victories for clients in state and federal courts from Alaska to Florida, and from California to New York.

## Employment Law Publications

### Carney E News and Blog

- Overbroad Nondisclosure, Confidentiality, and Nondisparagement Agreements Violate the National Labor Relations Act, *Carney E News and Washington Employment Blog*, March 2023
- FTC's Proposed Rule Banning Noncompete Agreements, *Carney E News and Washington Employment Blog*, February 2023
- Amendments to WA Equal Pay and Opportunity Act, *Carney E News and Washington Employment Blog*, December 2022
- Employee versus Independent Contractor - Final Rule Announced, *Carney E News and Washington Employment Blog*, January 2021
- Employer's Response and Advice Regarding the Coronavirus Outbreak, *Carney E News and Washington Employment Blog*, March 2020
- Washington's New Overtime Rules, *Carney E News and Washington Employment Blog*, March 2020
- Washington State Adopts New Noncompetition Restrictions, *Carney E News and Washington Employment Blog*, May 2019