



Gulsah Senol

Associate

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OVERVIEW

Gulsah Senol is an associate in the firm's Seattle office. She is a member of the labor, employment and workplace safety practice group. Gulsah's practice focuses on all aspects of workplace law, the Americans with Disabilities Act, the Fair Labor Standards Act, the Family Medical Leave Act, Title VII, and similar state laws. She also advises clients on regulatory compliance, employee training, handbooks, investigations, and best practices.

PROFESSIONAL BACKGROUND

As a member the Washington, New York and New Jersey bars, Gulsah has significant litigation experience and has represented employers in state and federal court, mediation, arbitration, and other administrative proceedings. She represents employers on all aspects of litigation, including pre-complaint demand letter and agency charges at the state and federal levels. Gulsah also has experience representing employers in state and federal wage and hour class actions.

Prior to joining the firm, Gulsah served as an associate at a U.S. law firm primarily representing employers on all aspects of workplace law in state and federal court. She has experience advising corporate clients of all sizes and in all industries.

ACHIEVEMENTS

- Recognized as a "Rising Star" by Super Lawyers (2016-2019, 2021)

SPEAKING ENGAGEMENTS

- Future of Work: How to Maintain a Changing Workforce, November 2019

EDUCATION

- J.D., Benjamin N. Cardozo School of Law, 2014 (*cum laude*, *Cardozo Arts and Entertainment Journal*, *Staff Editor*)

- B.A., Baruch College, 2010 (*magna cum laude, Dean's List*)

ADMISSIONS

- Bar of New Jersey
- Bar of New York
- Bar of Washington
- United States District Court for the District of New Jersey
- United States District Court for the Eastern District of New York
- United States District Court for the Eastern District of Washington
- United States District Court for the Southern District of New York
- United States District Court for the Western District of Washington

LANGUAGES

- Turkish

THOUGHT LEADERSHIP POWERED BY HUB

- 23 December 2020, COVID-19: Mandatory Vaccinations: New EEOC Publication Provides Timely Guidance for Employers (*Alerts/Updates*)
- 24 November 2020, COVID-19: Vaccines for Everyone! Wait, Not So Fast. Considerations for Health Care and Other Employers When Evaluating Mandatory COVID-19 Vaccination Programs (*Alerts/Updates*)
- 16 September 2020, COVID-19: Regulatory Response: Department of Labor Publishes Revised Families First Coronavirus Response Act Regulations to Address Provisions Invalidated by New York District Court (*Alerts/Updates*)
- 15 April 2020, COVID-19: California Counties and Cities Enact Stricter COVID-19 Policies than California's Statewide Stay-at-Home Order (*Alerts/Updates*)
- 6 April 2020, COVID-19: Department of Labor Publishes Temporary Rules for the Implementation of the FFCRA (*Alerts/Updates*)
- 1 April 2020, COVID-19: Washington State Institutes Statewide "Stay Home – Stay Healthy" Order to Combat COVID-19 (*Alerts/Updates*)
- 24 March 2020, COVID-19: Los Angeles County Issues Health Order and Guidance Prohibiting Gatherings of 10 Persons or More and Operations of Certain Businesses (*Alerts/Updates*)

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Benefits and ESOPs
- Class Action Litigation Defense
- Complex Commercial Litigation and Disputes
- Employment Disputes and Investigations
- Employment Issues in Business Transactions
- Human Resource Advice and Compliance
- Internal Investigations
- Mergers and Acquisitions
- Professional Liability
- Wage and Hour
- Workplace Safety

REPRESENTATIVE EXPERIENCE

- Successfully obtained favorable settlements for employers in pre-litigation and post-complaint actions involving disability discrimination, wrongful termination in violation of public policy, sexual harassment, FMLA violations and other employment related claims.
- Represented employers of varying sizes in discrimination, sexual harassment, breach of contract, and other employment related matters state and federal courts.
- Represented restaurant employers in several wage and hour class actions alleging overtime misclassification, off-the-clock, spread of hours and meal and rest period claims, resulting in summary dismissal of claims and favorable settlements.
- Represented government contractor employer in wage and hour class action alleging overtime violations claims.
- Prepared numerous position statements, represented employers in investigative interviews, settlement conferences, conciliations, and hearings, and successfully obtained dozens of dismissals from administrative complaints filed with the Washington Human Rights Commission, U.S. Equal Employment Opportunity Commission, New York State Division of Human Rights; and New York City Commission on Human Rights.