



Emerald City Mediation

Steve Festor - Mediator

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Steve Festor, J.D.

Steve Festor is a 25-year litigator turned mediator. Steve mediates workplace and employment disputes, class actions, and complex litigation.

As a litigator Steve successfully represented individuals in large complex class action cases, including: a class action for employee benefits brought by Microsoft employees misclassified as independent contractors; a class action by King County public defenders for retirement benefits; a class action for University of Washington faculty promised a 2% raise in the employee handbook; a class action for health benefits for Washington State employees; and class actions on behalf of community and technical college faculty for health and retirement benefits.

Steve also has experience advising employers on employment law requirements and litigating personal injury and business disputes for both plaintiffs and defendants. Steve's cases have involved wage and hour issues, employee misclassification, health and retirement benefits, discrimination, retaliation, employee non-competition and non-solicitation agreements, personal injury, fraud, and other torts.

After litigating for 25 years, Steve found his new passion as a mediator. He believes in resolving disputes as early as possible, thereby minimizing the monetary and non-monetary costs that arise with conflict. Steve resolves disputes through listening, empathy, brainstorming, reality-testing, and persistency.

Steve is currently a mediator for the United States Equal Employment Opportunity Commission (EEOC), where he has successfully resolved claims regarding pregnancy discrimination, disability discrimination, age discrimination, sexual orientation discrimination, race discrimination, national origin discrimination, sex discrimination, harassment, and retaliation. The successful resolutions include matters involving both current employees and former employees.

Professional Affiliations

Steve currently volunteers for the Pacific Coast Labor and Employment Law Conference. He is a former board member for the Washington Employment Lawyers Association and past pro bono attorney for Casa Latina.

Education

Steve has a Political Science degree from Washington State University and Juris Doctor degree from the University of Oregon School of Law. He graduated law school Order of the Coif (top 5%) and served as a judicial extern for U.S. District Court Judges William L. Dwyer and Thomas S. Zilly. Steve received his mediator training at the Straus Institute for Dispute Resolution at Pepperdine School of Law.