



ERIK M. LAIHO

Partner

Portland, OR / Seattle

503.205.8068

503.242.4263

Service Focus

- Labor Relations
- Litigation and Trials

OVERVIEW

Erik Laiho advises a range of private and public sector employers in optimizing their labor relations functions. He has extensive experience helping employers deal with union organizing campaigns, respond to unlawful labor practice charges, and in labor arbitrations stemming from collective bargaining agreements.

Erik appreciates that, in many instances, intentional, strategic actions can prevent issues before they arise. He knows that the legal landscape around labor relations is more fluid than other aspects of the law, and that each client engagement is unique. Erik thrives in environments where clients' particular business objectives can be used to design and deploy creative solutions that satisfy both management and employees.

When preventative measures are not enough, Erik's understanding of the interplay between leave laws, employee benefits, bargaining, discipline, discharge, and litigation creates leverage that powers successful outcomes. He has more than 13

years of experience in state and federal courts, arbitrations, administrative agency proceedings and before the National Labor Relations Board (NLRB).

Beyond his labor relations practice, Erik defends large corporations, local businesses and individuals against allegations of employee misclassification, wage and hour violations, breach of non-competition agreements, safety violations, discrimination, harassment, retaliation and wrongful termination. He also has experience handling benefits claims, leave law issues, and employee disciplinary matters.

Before joining Fisher Phillips, Erik was a partner in the Seattle office of a management-side labor and employment law firm serving the Pacific Northwest.

Credentials

Education

- University of Oregon School of Law, J.D., 2009
- University of Washington, B.A., 2005

Bar Admissions

- Oregon
- Washington

Court Admissions

- U.S. Supreme Court
- U.S. Court of Appeals for the Ninth Circuit
- U.S. District Court for the Western District of Washington

Affiliations

Professional Activities

- Washington State Bar Association
- King County Bar Association

INSIGHTS

Event

Oct 7, 2025

Avoiding Toxic Labor Relations

Event

Aug 13, 2025

Avoiding Toxic Labor Relations

Event

Jun 12, 2025

Avoiding Toxic Labor Relations

Event

Apr 16, 2025

Avoiding Toxic Labor Relations

News

Oct 25, 2024

Labor Relations Partner Explains How Alaska Voters Could Chart New Path for Captive Audience Bans

News

Jul 1, 2024

Partners Quoted in HR Dive on Supreme Court Chevron Reversal Insight