

Rachel B. Saimons

Partner

1420 Fifth Avenue
Suite 3700, Seattle, WA USA 98101
t 206.626.7702 | f 206.770.7238
rsaimons@ktslaw.com

Services

Labor & Employment

Litigation

Native American

Native American Litigation

Rachel Saimons advises tribal governments, tribal enterprises, businesses, and other organizations on a broad range of legal, employment, and operational matters and represents clients in complex disputes in federal, state, and tribal courts. With more than a decade of experience as both a counselor and litigator, Rachel helps clients navigate day-to-day legal issues, manage risk, and resolve significant disputes.

Rachel regularly counsels clients on employment and workplace matters, including personnel decisions, employment policies, internal investigations, discrimination and harassment issues, wage and hour matters, and employment disputes. She also advises clients on commercial and contractual matters, including vendor and professional services agreements, licensing agreements, confidentiality agreements, intergovernmental agreements, memoranda of understanding, and settlement agreements.

A significant part of Rachel's practice involves representing tribal governments and tribal enterprises. She advises tribal clients on matters involving sovereignty and governmental authority, treaty rights, employment, contracts, and the application of federal, state, and local laws to tribes and their enterprises. Her experience working closely with tribal governments and businesses allows her to provide practical advice that takes into account clients' legal, governmental, and operational objectives.

Rachel also represents tribal and non-tribal clients in complex litigation and disputes. Her experience includes matters involving employment and contractual disputes, sovereign immunity, treaty rights, personal injury claims, water rights and related issues, disputes with municipalities and the federal government, and claims brought under the Racketeer Influenced and Corrupt Organizations Act (RICO). She has handled matters through all stages of litigation.

Rachel's practice is grounded in practical problem-solving. Whether advising a client before a problem develops, helping navigate a sensitive workplace or business issue, negotiating an agreement, or managing significant litigation, she focuses on understanding the client's objectives and developing a strategy that works for the organization rather than simply addressing the legal issue in isolation.

Rachel serves on *Law360*'s Native American Editorial Advisory Board and has been recognized by *Super Lawyers* and *The Best Lawyers in America*® for her work in Native American law and labor and employment law.

Rachel is a descendant of the Confederated Salish and Kootenai Tribes.

Education

University of Washington School of Law J.D. (2013)

Western Washington University B.A. (2008) Sociology, Minor in French

Admissions

Washington (2013)

Court Admissions

U.S. Court of Appeals for the Ninth Circuit

U.S. District Court for the Eastern District of Washington

U.S. District Court for the Western District of Washington

U.S. Supreme Court

Washington State Courts

Snoqualmie Tribal Court

Professional & Community Activities

Disability Rights Washington, Volunteer Attorney and Development Committee Member

Washington State Bar Association Indian Law Section, Past Trustee (2015-2018)

Law360, Native American Editorial Advisory Board (2024-2026)

Insights

News Releases

Kilpatrick Attorneys Named to Law360's 2026 Editorial Advisory Boards
April 6, 2026

Perspectives

Rachel Saimons Quoted in "Cases To Watch In Native American Law In 2026"
January 5, 2026

News Releases

Law360 Names Record Number of Kilpatrick Attorneys to 2025 Editorial Advisory Boards
March 20, 2025

Events

Kilpatrick SEA-LE – Navigating Legal Ethics and Professionalism in a Multi-Stage Project

September 17, 2024

News Releases

Law360 Names Nine Kilpatrick Attorneys to 2024 Editorial Advisory Board

March 22, 2024