



David P.R. Symes

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Focus Areas

Litigation and Trials
Unfair Competition and Trade Secrets
Whistleblowing and Retaliation
Wage and Hour
Leaves of Absence and Disability Accommodation

Overview

David P.R. Symes represents management in employment and labor litigation in Oregon, Washington, and Alaska. He is a core member of the firm's Complex Litigation and Jury Trials Practice Group and has more than 20 years of diverse trial experience that includes:

- Numerous favorable jury verdicts in state and federal courts in cases alleging wrongful discharge, whistleblower claims and other forms of retaliation, and disability discrimination
- Labor arbitrations upholding employer decisions against grievances of unjust discipline and discharge
- Dismissal of citations for serious OSHA violations arising out of a workplace fatality
- Appearances before many administrative agencies, including the National Labor Relations Board, the U. S. Equal Employment Opportunity Commission, the Oregon Bureau of Labor & Industries, the Washington State Human Rights Commission, the Alaska Human Rights Commission, Oregon OSHA, and the Alaska Occupational Safety and Health Review Board

David is a leading authority in unfair competition and trade secrets law in the region. In addition to advising employers on noncompetition and nonsolicitation agreements, he has been lead counsel in over 10 preliminary and permanent injunction proceedings involving claims of trade secret misappropriation and breach of noncompetition agreements.

Prior to joining Littler, David was the founding shareholder in the Portland office of another national employment law firm and a partner at a national firm headquartered in Seattle. He began his law career as a clerk for Hon. René J. Gonzalez of the Alaska Superior Court.

During law school, he served as the associate editor of the *Washington University Law Quarterly*.

Professional and Community Affiliations

- Appointed, Bar Counsel, Oregon State Bar, 2004-present
- Member, Executive Committee, Board of Directors, Oregon HEAT, 2007-2013
- Member, Executive Committee, Board of Directors, Dove Lewis Emergency Animal Hospital, 2006-2012

Recognition

- Named, America's Leading Lawyers for Business, *Chambers USA*, 2008-2019
- Awarded, AV[®] Peer Review Rating, *Martindale-Hubbell*
- Named, Best Lawyers in America, 2018-2020
- Named, Super Lawyer, Oregon, *Super Lawyers*, 2013 and 2014

Education

J.D., Washington University School of Law, 1992

B.A., St. Olaf College, 1988, *magna cum laude*, *Phi Beta Kappa*

Bar Admissions

Oregon

Washington

Alaska

Courts

U.S. Supreme Court

U.S. Court of Appeals, 9th Circuit

U.S. District Court, District of Oregon

US District Court: Western District of Washington

U.S. District Court, Eastern District of Washington

U.S. District Court, District of Alaska

Publications & Press

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Littler Ranked in 2019 Chambers USA Guide

Littler Press Release

April 25, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Littler Ranked in 2018 Chambers USA Guide

Littler Press Release

May 15, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide

Littler Press Release

May 26, 2017

Court Rejects Recent Interpretation of Oregon Overtime Laws That Would Have Required Certain Employers to Double Count Daily and Weekly Overtime

Littler ASAP

March 14, 2017

The 6 Details of the New Overtime Pay Rules Every Oregon Employer Should Know

Portland Business Journal

June 2, 2016

White hot collar ruling

Portland Tribune

May 27, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Littler Press Release

May 27, 2016

Guest Column: Anticipating Changes to Overtime Regs

Portland Business Journal

October 2, 2015

Chambers USA Recognizes Littler and Its Attorneys

Littler Press Release

May 20, 2015

Employers: MJ is legal. Now what?

Portland Tribune

November 18, 2014

New Marijuana Laws Need Not Impact Drug-Free Workplace Policies

Society for Human Resource Management (SHRM)

November 7, 2014