



## Douglas Edward Smith

Shareholder

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### Focus Areas

Class Actions  
Litigation and Trials  
Wage and Hour  
Retail

### Overview

Douglas Smith focuses his practice on representing clients in complex class action litigation and offering advice on legal compliance with federal, state and local wage and hour requirements. He also assists employers in responding to agency audits and investigations by the U. S. Department of Labor, the Washington State Department of Labor & Industries, and the Washington State Employment Security Department. He has worked with many well-known national and regional employers, including retailers, gig economy businesses, food manufacturers, and others. He has also consulted on a variety of state and local legislative matters, and has testified before the Washington State Legislature on numerous employment-related bills, including proposed legislation on class action and wage and hour issues.

Douglas has served as chair of the Employment Law Committee of the Association for Washington Business, and as an employer representative on the Employment Law Advisory Committee to the Washington State Department of Labor & Industries. In addition, Douglas has authored several articles on wage and hour compliance and class action litigation.

### Professional and Community Affiliations

- Member, Class Action and Derivative Suits Committee, American Bar Association
- Advisor, Subcommittee on Revisions to Rule 23, American Bar Association
- Chair, Employment Law Committee, Association of Washington Business
- Member, Wage and Hour Task Force, Association of Washington Business

- Member, Labor and Employment Law Section, Washington State Bar Association
- Member, Labor and Employment Law Section, King County Bar Association
- Member, Federal Bar Association of the Western District of Washington
- Member, Federal Bar Association of the Eastern District of Washington
- Program Graduate, Leadership Tomorrow

## Recognition

- Awarded, AV<sup>®</sup> Peer Review Rating, *Martindale-Hubbell*
- Named, The Best Lawyers in America<sup>®</sup>, 2013-2019
- Named, Top Rated Litigator, *ALM Media*, 2019
- Named, Top Rated Lawyer in Labor & Employment Law, *ALM Media*, 2018
- Named, Super Lawyer, Washington, *Super Lawyers*, 2011-2013
- Recipient, Heavy Lifter Award, *Association of Washington Business*, 2006 and 2008
- Recipient, Random Acts of Professionalism Award, 2006
- Recipient, Pro Bono Public Service Commendation, *Washington State Bar Association*, 2003
- Order of the Coif

## Education

J.D., University of Oregon, 1987

B.A., Stanford University, 1982

## Bar Admissions

Washington

## Courts

U.S. Supreme Court

U.S. Court of Appeals, 9th Circuit

US District Court: Western District of Washington

U.S. District Court, Eastern District of Washington

## Publications & Press

**Best Lawyers in America<sup>®</sup> 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

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

*Littler Press Release*

August 17, 2017

**Seattle City Council Approves Secure Scheduling Ordinance**

*Littler Insight*

September 20, 2016

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Littler Press Release*

August 18, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Littler Press Release*

August 15, 2013

**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**

*Littler Press Release*

September 7, 2012

**House Labor and Employment Workforce Development Committee**

*Washington State Public Affairs TV Network*

October 25, 2011

**Ninth Circuit Rules that First Amendment's "Ministerial Exception" Bars Overtime Claim Under Washington Minimum Wage Act**

*Littler ASAP*

March 22, 2010

**Washington State Department of Labor & Industries Approves Housekeeping Revisions to State Wage and Hour Regulations**

*Littler ASAP*

March 16, 2010

**A Glimpse Behind the Curtain: U.S. Department of Labor Discloses Internal Training Techniques and Strategies for Employee Interviews in FLSA Investigations**

*Littler ASAP*

August 20, 2009

**Littler Mendelson's Doug Smith Receives 'Heavy Lifter Award' from Association of Washington Business**

*Littler Press Release*

October 22, 2008

**High Court Alters Eligibility for Unemployment Insurance in Washington State**

*Littler Insight*

July 1, 2008

**2008 Washington Legislative Update**

*Littler Insight*

May 13, 2008

**Total Wage and Hour Compliance: An Initiative to End the Wage and Hour Class Action War**

*Littler Report*

April 21, 2008

**Douglas Smith Comments on Washington's Clarification of Wage and Hour Suit**

*Law360.com*

February 15, 2008

**Washington Legislature Adopts New Definitions of "Disability" and "Impairment" Under Washington Law Against Discrimination**

*Littler Insight*

June 8, 2007

**Littler Mendelson Welcomes Douglas Smith to Seattle Office**

*Littler Press Release*

April 17, 2007

## **Speaking Engagements**

**Seattle Breakfast Briefing**

Seattle, WA

October 2, 2018

**Bring Your “A” Game: Arbitration Agreements with Class Waivers**

Seattle, WA

May 31, 2018

**Accommodation, Accessibility & Independent Contractors**

Seattle, WA

October 30, 2013

**Conducting Lawful Investigations Workshop**

Seattle, WA

September 12, 2013

**Emerging Issues in Workplace Class Action Litigation**

June 26, 2013

**Wage & Hour Boot Camp**

Seattle, WA

April 9, 2013

**Wage & Hour Boot Camp**

Seattle, WA

March 20, 2013

**2012 Wage & Hour Boot Camp – A Guide to Combating Wage & Hour Liability**

Seattle, WA

March 20, 2012

**Wage and Hour Update**

Labor & Employment Law Conference - The Seminar Group

2007, 2010-2011

**Advanced HR Workshop: 10 Thorny Employment Law Challenges You Must Know How to Handle**

Seattle, WA

October 6, 2011

**Wage and Hour Law Basics and Update**

Employment Law from A to Z - Lorman Education Services

2011

**Wage and Hour Compliance in the Obama Era**

Employer Breakfast Briefing Series - Littler Mendelson  
2011

**Independent Contractors, Temporary Workers, Interns and Volunteers: Are They Your Employees?**

Employment Law Seminar: What You Need to Know 2011- Association of Washington Business and Littler Mendelson  
2011

**2010 Employment Law Update**

Seattle, WA  
March 18, 2010

**Legislative Update for Washington Employers**

Employer Breakfast Briefing Series - Littler Mendelson  
2010

**Wage and Hour Law Basics and Update**

Labor & Employment Law Conference - The Seminar Group  
2008-2009

**Washington's Meal and Rest Break Regulation**

Seattle, WA  
September 23, 2009

**The Washington Wage and Hour War**

ELT, Inc. / Littler Mendelson Webinar  
2009

**Wage and Hour Laws: The Risks of Non-Compliance**

Kronos Employer Conference  
2008

**Wage and Hour Law Basics and Recordkeeping Requirements**

Annual Conference - Washington State Association of County Auditors  
2008

**Wage and Hour Law Basics and Recordkeeping Requirements**

Lorman Education Services  
2008

**Conducting Wage and Hour Investigations**

2008 Executive Employer Conference® - Littler Mendelson, Phoenix, AZ  
2008

**Douglas Smith presents at 10th Annual Labor & Employment Law Conference**

Seattle, WA  
August 16, 2007

**Wage and Hour Update**

Northwest Employer Conference - Littler Mendelson  
2007

**Employment Law From A to Z**

Lorman Education Services  
2007

**Wage and Hour Law Update**

The Seminar Group  
2005-2006

**Defending Wage and Hour Class Actions**

Third National Forum on Wage & Hour Claims and Class Actions  
2006

**Employment Law Privacy and Security Issues**

Northwest Association for Biomedical Research  
2005

**Recent Developments in Washington Wage and Hour Law**

National Business Institute  
2005

**Employment-Related Records**

Lorman Education Services  
2005

**Washington Employment Law from A to Z**

Lorman Education Services  
2005

**Washington Wage and Hour Law Update**

National Business Institute

2004

**Wage and Hour Record-Keeping**

Lorman Education Services

2004

**Wage and Hour Law Update**

Association of Washington Business

2003

**Wage and Hour Law Update**

Washington State Bar Association

2002

**Wage and Hour Law Update**

Lorman Education Services

1999-2001

**Wage and Hour Class Actions**

Bar Association of San Francisco

2001

**Personnel Law Update**

Council on Education Management

1999

**Wage and Hour Class Actions**

California Employment Law Council

1997

**Books & Book Chapters**

- *Washington Employer*, Regional Editor, 2011
- *Wage and Hour Answer Book*, contributing author, 2010, 2011 and 2012
- *An Overview of Washington and Federal Wage and Hour Issues*, co-editor, 2003
- *Wage and Hour Handbook: A Guide for Washington Employers*, editor, 1999