



Philip Smith

Special Counsel

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Focus Areas

Discrimination and Harassment
Whistleblowing, Compliance and Investigations
Leaves of Absence and Disability Accommodation
Wage and Hour

Overview

Philip Smith represents employers in a wide variety of employment litigation matters including discrimination, harassment, retaliation, wrongful termination, wage and hour claims, and other related issues, before state and federal courts as well as in arbitration.

Philip also represents employers in administrative proceedings before California's Civil Rights Department (CRD, formerly the DFEH), the U.S. Equal Employment Opportunity Commission (EEOC), and California's Division of Labor Standards Enforcement (DLSE).

Prior to college, Philip served on active duty in the United States Marine Corps from 1991 to 1995, attaining the rank of non-commissioned officer.

Professional and Community Affiliations

- Member, The Marine Corps Association

Recognition

- Recipient, Summer Stipend Award, Undergraduate Research Apprentice Program, *University of California, Berkeley*, 1999

- Golden Key National Honor Society, *University of California, Berkeley*
- Honorable Mention, Best Moot Court Brief, *University of California, Hastings College of the Law*, 2002

Education

J.D., University of California, Hastings College of the Law, 2004

B.A., University of California, Berkeley, 2000

Bar Admissions

California

Courts

U.S. District Court, Northern District of California

U.S. District Court, Eastern District of California

U.S. District Court, Central District of California

Publications & Press

Recent Developments in California Rest Period and Day-of-Rest Law

Contra Costa Lawyer Magazine

July 2017

Speaking Engagements

2021 California Legislative Update

Marin Builders Association's Remodelers Forum

February 2021

Avoiding Claims for Unlawful Immigration Practices

Northern California Human Resources Association

February 2020

Best Practices for Hiring and Paying Employees

Contra Costa County Small Business Development Center

May 2017