



## Ryan P. Hammond

Regional Office Managing Shareholder

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## Focus Areas

Labor Management Relations  
Litigation and Trials  
Wage and Hour  
ERISA and Benefit Plan Litigation  
Unfair Competition and Trade Secrets

## Overview

Ryan P. Hammond represents management in proceedings and unfair labor practices before the National Labor Relations Board (NLRB) and in employment discrimination and wage and hour litigation, including class actions. He also represents clients in arbitration and mediation, and in collective bargaining negotiations.

Appearing in state and federal courts in Washington and before administrative agencies such as the NLRB, the Equal Employment Opportunity Commission (EEOC) and the Washington Board of Industrial Insurance Appeals, he routinely handles matters that arise under:

- The National Labor Relations Act (NLRA)
- The Fair Labor Standards Act (FLSA)
- Washington wage and hour laws
- Title VII of the Civil Rights Act of 1964
- The Washington Law Against Discrimination
- The Washington Industrial Insurance Act
- ERISA

Additionally, Ryan represents and advises employers in noncompetition, nonsolicitation and trade secret matters. He also conducts management training on a variety of labor and employment law topics.

Ryan developed an interest in labor and employment law while working for an employer that experienced a Teamsters Union strike in 1997. He now frequently speaks on employment law topics to lawyers, labor relations professionals and human resources professionals.

Most often, he works with clients in the following industries:

- Pharmaceutical
- Healthcare
- Assisted living facilities
- Hospitality
- Transportation

Ryan has practiced labor and employment law his entire career. Prior to joining Littler in 2005, he worked as an associate at a management-side labor and employment law firm advising and representing clients in labor and employment matters.

*\*Not licensed to practice in Alaska or Oregon. Acting only in the capacity of a management role.*

## **Professional and Community Affiliations**

- Member, Defense Research Institute
- Member, American Academy of Trial Lawyers

## **Recognition**

- Named, The Best Lawyers in America®, 2018-2024

## **Education**

J.D., Willamette University College of Law, 2001

B.A., University of Washington, 1998

## **Bar Admissions**

Washington

District of Columbia

## Courts

U.S. Court of Appeals, 9th Circuit  
Washington State Supreme Court  
US District Court: Western District of Washington  
U.S. District Court, Eastern District of Washington

## Publications & Press

### **Washington State Legislative Updates**

*Little Insight*

March 27, 2024

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Little Press Release*

August 19, 2021

### **Littler's Ryan Hammond Appointed as Regional Office Managing Shareholder in Pacific Northwest**

*Little Press Release*

April 13, 2021

### **Seattle Implements Hazard Pay for Grocery Employees**

*Little ASAP*

January 29, 2021

### **Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Little Press Release*

August 20, 2020

### **Washington State Governor Issues Proclamation Granting "High-Risk" Employees Additional Protections**

*Little ASAP*

April 16, 2020

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

*Little Press Release*

August 15, 2019

### **Littler Shareholder Ryan Hammond Appointed Seattle Office Managing Shareholder**

*Little Press Release*

May 23, 2019

**Best Lawyers in America© 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

**Littler Mendelson Announces the Promotion of 14 Associates to Shareholders**

*Littler Press Release*

January 3, 2011

## **Speaking Engagements**

**FMLA, ADA and Beyond: Current Leave and Accommodation Issues**

Seattle, WA

March 24, 2016

**Tough Reasonable Accommodation Scenarios**

Seattle, WA

February 28, 2013

**Nuts and Bolts of Hiring and Firing**

Seattle, WA

March 7, 2012

**Employment Law Update**

Seattle, WA

February 1, 2012

**What's Hot? What's Not? Employment Law Trends to Watch for in 2011**

Seattle, WA

March 25, 2011

**2010 Employment Law Update**

Seattle, WA

March 18, 2010