

Daniel L. Thieme

Senior Counsel

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Practice Areas

Class Action
Wage and Hour
Business Restructuring and M&A
Executive Compensation
Discrimination and Harassment

Overview

Daniel L. Thieme is experienced in all areas of employment relations law. He has particular expertise in the areas of wage and hour law – including all aspects of employee compensation, business sales and restructuring, executive compensation, discrimination law, and employee intellectual property issues.

With respect to wage and hour and compensation law, Dan's experience includes:

- Wage and hour class action defense
- Overtime and minimum wage compliance
- Commission plans, bonus plans, and all other forms of employee incentive compensation
- Arbitration programs with class action waivers

With respect to business sales and restructuring, Dan's experience includes:

- Reductions-in-force planning
- Adverse impact analysis
- Release of claims drafting and enforceability
- Older Workers Benefit Protection Act compliance
- Worker Adjustment and Retraining Notification Act (WARN) compliance

With respect to executive compensation, Dan's experience includes negotiating executive employment contracts for both companies and executives and structuring executive incentive compensation plans.

With respect to discrimination law, Dan's experience includes:

- Defense of discrimination, harassment and disability accommodation litigation
- Disability accommodation advice
- Pre-termination advice
- Leave rights

With respect to trade secrets and non-competition agreements, Dan's experience includes:

- Prosecution and defense of non-competition and trade secrets litigation
- Intellectual property protection advice
- Drafting non-competition and nondisclosure agreements

Dan chairs the Incentive Compensation subgroup of the Wage and Hour Practice Group, and the WARN Act subgroup of the Business Restructuring Practice Group.

Professional and Community Affiliations

- Member, Labor and Employment / Litigation Sections, American Bar Association
- Member, Labor and Employment / Litigation Sections, Washington Bar Association
- Member, Labor Law Section, King County Bar Association
- Member, Employment Law Advisory Committee, Association of Washington Business
- Former Member, Gender and Justice Commission, Washington Supreme Court

Recognition

- Named, Lawyer of the Year, Labor Law - Management, *The Best Lawyers in America*®, 2023
- Named, Lawyer of the Year, Litigation - Labor and Employment, Seattle, *The Best Lawyers in America*®, 2022
- Named, The Best Lawyers in America®, 2013-2025
- Named, Super Lawyer, *Washington Law and Politics*
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Ranked, Labor & Employment, *Chambers USA*, 2022-2024

Education

J.D., Harvard Law School, 1982, *cum laude*

B.A., Whitworth College, 1979, *summa cum laude*

Bar Admissions

Washington

Courts

U.S. Supreme Court
U.S. Court of Appeals, 2nd Circuit
U.S. Court of Appeals, 9th Circuit
U.S. District Court, Western District of Washington
U.S. District Court, Eastern District of Washington

Publications & Press

Littler Ranked in 2024 Chambers USA Guide

Press Release

June 6, 2024

Littler Recognized in 2023 Chambers USA Guide

Press Release

June 6, 2023

Signed, Sealed, Delivered: New Jersey Implements Long-Delayed Landmark WARN Law

Littler ASAP

January 10, 2023

New Jersey Edges Closer to Implementing Landmark WARN Law

Littler ASAP

December 8, 2022

More Than 230 Littler Lawyers Recognized in 2023 Edition of Best Lawyers in America®

Press Release

August 18, 2022

Littler Ranked in Chambers USA Guide 2022

Press Release

June 1, 2022

New Laws Postpone Washington Cares Act Employee Premiums to July 1, 2023, and Require Employers to Refund any Premiums Already Collected

Littler ASAP

February 1, 2022

Washington Employers May Consider Delaying January 2022 Start Date for Collecting “Washington Cares Act” Premiums from Employees

Littler ASAP

December 20, 2021

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

Press Release

August 19, 2021

Radical Expansion of New Jersey WARN Act Nears

Littler ASAP

May 17, 2021

Dear Littler: How do we Determine Where Remote Employees “Work” for WARN Act Purposes?

Dear Littler

January 19, 2021

Warning to New York Employers: The NY WARN Act Now Requires WARN Notices be Sent to Additional Governmental Recipients

Littler ASAP

November 11, 2020

Dear Littler: What Do We Do If We Cannot Bring Our Employees Back From Furlough?

Dear Littler

September 4, 2020

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

Press Release

August 20, 2020

Littler Launches Holistic Workforce Restructuring Solution

Press Release

May 28, 2020

Maryland Enacts Mandatory WARN Act Obligations for Even Small Job Actions

SHRM Online

May 21, 2020

Maryland Enacts Mandatory WARN Act Obligations for Even Small Job Actions

Littler ASAP

May 12, 2020

DOL Issues COVID-19 WARN Act Guidance

Littler ASAP

April 30, 2020

The Next Normal: A Littler Insight on Returning to Work – Recalling Furloughed Employees and the Rehire Process

Littler ASAP

April 28, 2020

Philadelphia Clarifies City's WARN Act to Account for COVID-19-Related Closures

Littler ASAP

April 22, 2020

WARN Act Risks Loom for Employers Re-Hiring or Un-Furloughing Employees to Receive Paycheck Protection Program Funding

Littler ASAP

April 19, 2020

Furloughs and Other Temporary Responses to Coronavirus (COVID-19) Disruptions

Littler ASAP

March 11, 2020

New Jersey WARN Act Radically Expanded

Littler ASAP

January 21, 2020

Littler Lightbulb: Shining a Light on Key Issues as we Leap into 2020

Littler ASAP

December 30, 2019

Washington State Radically Increases Minimum Salary, Fee and Hourly Rates for White Collar Overtime Exemptions

Littler ASAP

December 12, 2019

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

Press Release

August 15, 2019

Washington State Supreme Court Holds State Law Bars Discrimination Based on Obesity

Littler ASAP

July 30, 2019

Washington State Proposal Would Radically Increase Exempt Salary Threshold

SHRM Online

June 17, 2019

Proposed Washington State Regulations Would Radically Increase the Minimum Exempt Salary Rate

Littler ASAP

June 7, 2019

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

Press Release

August 15, 2018

New Washington State Law Restricts Permissible Discovery of Plaintiff's Medical Records in Discrimination Lawsuits

Littler ASAP

April 26, 2018

Washington State Legislature Responds to the #MeToo Movement

Littler ASAP

April 26, 2018

Washington State Enacts Fair Chance Act

Littler ASAP

April 26, 2018

New Pay Equity Law in Washington State

Littler ASAP

April 16, 2018

The EEOC Phoenix District Office Challenges Releases Waiving Future Financial Liability for Discrimination Claims

Littler ASAP

February 16, 2018

Exempt Employee Pay Minimums Will Increase in 2018 in Various States

Littler ASAP

December 11, 2017

Paying Commissions? Mind Wage-Hour Rules to Prevent Problems

Bloomberg BNA

October 20, 2017

The Current State of Meal and Rest Break Law in Washington State

Littler ASAP

October 4, 2017

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

Press Release

August 17, 2017

The DOL Overtime Salary Regulation is Temporarily Enjoined - Now What?

Littler ASAP

November 28, 2016

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

Press Release

August 16, 2016

Seattle Ballot Initiative Targets Hotel Industry

Littler ASAP

August 10, 2016

Seventh Circuit Affirms the Dismissal of Lawsuit Based on the EEOC's Failure to Conciliate Claims Related to Releases

Littler ASAP

January 13, 2016

Littler Attorneys Recognized in the Best Lawyers in America® 2016 Edition

Press Release

August 18, 2015

Seattle's New Wage Theft Ordinance Imposes Notice Requirements and Civil Penalties

Littler ASAP

April 15, 2015

EEOC Lawsuit Against CVS Pharmacy Challenging Severance Agreements Dismissed

Littler ASAP

October 20, 2014

Washington Supreme Court Decision May Spur Joint Employer Class Actions

Littler ASAP

September 5, 2014

Littler Attorneys Included in the Best Lawyers in America® 2015 Edition

Press Release

August 18, 2014

They Really Mean It: the EEOC Sues Another Employer for Allegedly Overbroad Releases

Littler ASAP

May 13, 2014

Recommendations in Response to the EEOC's New Lawsuit on Severance Agreements

Littler ASAP

March 4, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Press Release

August 15, 2013

Seattle Adopts Ordinance Limiting Inquiries Into and Use of Criminal Records for Employment Purposes

Littler ASAP

June 20, 2013

Sequester delay resurfaces WARN standoff

Politico Pro

January 4, 2013

Workplace Policy Institute Client Alert: January 2, 2013 UPDATE: What the New March 1 Sequestration Deadline May Mean for Federal Contractors

Littler ASAP

January 2, 2013

WARN Notice – One More Burden for Employers Recovering from Sandy?

Littler ASAP

November 27, 2012

Washington State Supreme Court Orders Overtime Payment for Missed Breaks

Littler ASAP

November 15, 2012

Washington State Supreme Court Orders Overtime for Missed Breaks

Littler ASAP

November 15, 2012

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

Press Release

September 7, 2012

Marriage Equality Act Passes in Washington State

Littler ASAP

February 10, 2012

Seattle Paid Sick Time and Paid Safe Time Ordinance Adopted

Littler ASAP

October 3, 2011

Washington Supreme Court Blunt in Ruling: No Claim for Wrongful Discharge Under State's Medical Use of Marijuana Act

Littler ASAP

June 13, 2011

DLSE Agrees California' Partial-Week Furlough Options Are Coextensive With Federal Law

Littler ASAP

September 3, 2009

Favorable DOL Opinion Letters Lost for Want of a Stamp

Littler ASAP

March 16, 2009

Warning to New Jersey Employers: New WARN Notice Obligations in New Jersey and High Costs for Failure to Comply

Littler ASAP

January 2, 2008

Events & Speaking Engagements

Timely Talk About Wage and Hour Law: 'Tis the Season for Updating Incentive Plans

December 11, 2018

Commission Plans

Littler Executive Employer, Phoenix, AZ

May 4, 2018

Timely Talk About Wage and Hour Law: Sales-Based Incentives (aka Commissions)

October 12, 2017

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

Seattle, WA

February 25, 2016

What Employers Can do to Secure Effective Releases, Separation Agreements, and Settlement Agreements Despite the EEOC and NLRB's Recent Enforcement Agendas

December 11, 2014

Wage & Hour Boot Camp

Seattle, WA

April 9, 2013

Wage & Hour Boot Camp

Seattle, WA

March 20, 2013

Seattle Paid Sick Time and Paid Safe Time Ordinance

Seattle, WA

June 26, 2012

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

Seattle, WA

March 20, 2012

Employment Law Update

Seattle, WA

February 1, 2012

Seattle Paid Sick Time and Paid Safe Time Ordinance

Seattle, WA

December 6, 2011

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

Seattle, WA

October 6, 2011

The New DOL Regulations Take Effect May 5, 2011 - Are You Ready?

May 4, 2011

Books & Book Chapters

- *Wage and Hour Laws, A State-by-State Survey, Washington State Chapter, American Bar Association Section of Labor and Employment Law, BNA, 2007-2014*