



Douglas Edward Smith

Shareholder

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Practice Areas

Class Action
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 Preeminent® Peer Review Rating, *Martindale-Hubbell*
- Named, The Best Lawyers in America®, 2013-2025
- Named, Top Rated Litigator, *ALM Media*, 2019, 2021-2023
- Ranked, Labor & Employment, *Chambers USA*, 2023-2024
- 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

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

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

Press Release

August 19, 2021

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

Press Release

August 20, 2020

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

Press Release

August 15, 2019

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

Press Release

August 15, 2018

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

Press Release

August 17, 2017

Seattle City Council Approves Secure Scheduling Ordinance

Littler ASAP

September 20, 2016

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

Press Release

August 16, 2016

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

Press Release

August 18, 2015

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

Press Release

August 18, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Press Release

August 15, 2013

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

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

Press Release

October 22, 2008

High Court Alters Eligibility for Unemployment Insurance in Washington State

Littler ASAP

July 1, 2008

2008 Washington Legislative Update

Littler ASAP

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 ASAP

June 8, 2007

Littler Mendelson Welcomes Douglas Smith to Seattle Office

Press Release

April 17, 2007

Events & 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

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

Wage and Hour Compliance in the Obama Era

Employer Breakfast Briefing Series - 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 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

Wage and Hour Laws: The Risks of Non-Compliance

Kronos Employer Conference

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

Employment Law From A to Z

Lorman Education Services

2007

Wage and Hour Update

Northwest Employer Conference - Littler Mendelson

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