



Ryan P. Hammond

Office Managing Shareholder

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Practice 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. 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®, 2018-2025
- Named, Stand-Out Lawyer, *Thomson Reuters*, 2023

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

U.S. District Court, Western District of Washington

U.S. District Court, Eastern District of Washington

Publications & Press

Washington State Legislative Updates

Littler ASAP

March 27, 2024

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

Press Release

August 19, 2021

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

Press Release

April 13, 2021

Seattle Implements Hazard Pay for Grocery Employees

Littler ASAP

January 29, 2021

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

Press Release

August 20, 2020

Washington State Governor Issues Proclamation Granting “High-Risk” Employees Additional Protections

Littler ASAP

April 16, 2020

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

Press Release

August 15, 2019

Littler Shareholder Ryan Hammond Appointed Seattle Office Managing Shareholder

Press Release

May 23, 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

Littler Mendelson Announces the Promotion of 14 Associates to Shareholders

Press Release

January 3, 2011

Events & Speaking Engagements

2024 Pacific Northwest Regional Employer Conference

Portland, OR

September 12, 2024

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