



# Richard P. Lentini

Partner

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**“I listen closely to my clients’ needs and concerns and design an effective solution to solve their problems efficiently. When I keep my clients out of trouble, they can focus on productive business and I become a friend and a valuable, responsive resource.”**

Rick Lentini joined Miller Nash in February 2019. A majority of Rick’s practice emphasizes employment and labor law, often focused on discrimination or harassment, employment policies and agreements, union representation and labor practice issues, workplace injuries, and safety. He also handles commercial litigation trials and appeals and has considerable experience in auto-dealer law, product liability, and asbestos litigation. Rick additionally provides counsel to businesses and executives regarding contracts, compliance, and strategic decisions.

Representing employers and employees in courts throughout Washington, Rick has taken numerous cases to trial, both jury and nonjury, and has obtained verdicts for both defendants and plaintiffs. Rick believes his experience on both sides of employment disputes has given him a more thorough understanding of the dynamics of employment litigation and enabled him to achieve positive results in an efficient manner.

As a counselor to clients who wish to avoid litigation, Rick frequently helps businesses through workplace, consumer, and transactional conflicts and conducts training seminars for human resources and management personnel. He has developed particular skill and experience in the auto industry, representing dealers in manufacturer, consumer, and employee relations. He also conducts finance and insurance compliance training.

Rick maintains a mediation practice and is available to serve as a neutral arbitrator or mediator in all types of disputes. His experience representing both plaintiffs and defendants in employment litigation makes him a particularly effective mediator.

## Education

J.D., University of Washington School of Law, with honors, 1988

B.A., George Fox College, writing and literature, *summa cum laude*, 1984

Participant, Cornell University, 2003

- Alliance for Education in Dispute Resolution Employment Law Mediator Training Program

## Bar Admissions

Washington, 1998

## Professional Activities

- King County Bar Association
  - Labor & Employment Law Section, member
- Washington State Bar Association, member
- American Bar Association, member
- King County Arbitration, arbitrator

## Civic Activities

- International Justice Mission, Freedom Partner

## Representative Experience

### Litigation

- Asserted auto dealer's claims against contractor for defects in building remodel project, obtaining necessary repairs and substantial reductions in amount billed.
- Successfully defended auto dealer against consumer claims for misrepresentation and breach of warranty for engine failure after sale of used car.
- Obtained full recovery for dealer against customer who concealed engine-damaged trade-in.
- Defended against ex-employee's sex discrimination and harassment claims, resulting in dismissal of the lawsuit before trial.
- Obtained multiple summary judgment dismissals of wrongful death claims against manufacturers of auto brake linings and electrical equipment containing asbestos.

### Employment

- Provides employee handbooks, personnel policies, non-competition and non-solicitation agreements in compliance with ever-changing legal requirements.
- Drafted employee arbitration agreements protecting industry association members from class action lawsuits for violations of wage and hour and rest break laws.
- Advises employers in investigations of discrimination and harassment claims and recommends appropriate and effective corrective action to address any inappropriate conduct and avoid monetary liability.
- Advises employers in providing leave and reasonable accommodation to employees suffering from physical and mental disabilities and impairments.

### Labor

- Defended cannabis store owner against union's unfair labor practice charges and successfully avoided forced recognition of union as bargaining agent for employees.
- Revised casino operator's non-solicitation policies to prevent union organizing and other unwanted on casino property or during work time.

## Publications

- "Ninth Circuit Holds Temporary Conditions Can Trigger ADA Protections," Miller Nash, *Employment Law in Motion*, coauthor (May 2022)
- "OSHA Issues Emergency Temporary Standard on COVID-19 Vaccinations and Testing Mandates for Employers with 100 or More Employees," Miller Nash, *News You Can Use*, coauthor (Nov. 2021)
- "Federal Government Issues New Vaccination Mandates, With More to Come," Miller Nash, *News You Can Use* (Sept. 2021)
- "What Oregon Employers Must Give Workers During the Pandemic," *Portland Business Journal*, coauthor (Mar. 2020)

- “Federal Government Requires Additional 80 Hours of Emergency Paid Sick Leave for Many Absences Arising From COVID-19,” Miller Nash Graham & Dunn, *News You Can Use*, coauthor (Mar. 2020)
- “Coronavirus: Workplace Concerns,” Miller Nash Graham & Dunn (Mar. 2020)
- “DOL’s Overtime Exemption Salary Rule Invalidated by Federal Court” (2017)
- “Obama’s Overtime Exemption Salary Rule Blocked Ahead of Implementation,” Ryan Swanson & Cleveland, *Employment Law Update* (2016)
- “Employers: A Few Tips to Help You Remain Union-Free” (2016)
- “Disability Accommodation,” Ryan Swanson & Cleveland (2013)

## Presentations

Rick speaks regularly on disability discrimination, sexual harassment, and other employment issues, including continuing legal education seminars and industry events.

- “Clarifying Disability & Religious Accommodations” Miller Nash, *Employment Law Seminar* (Dec. 2021)
- “Poking the Bear: COVID-19 Vaccination Mandates and Exemptions,” Washington State Auto Dealers Association Webinar (Dec. 2021)
- “Off-Site Planning and Design: Organizing ULP Investigations, Hearings, and Elections in a Remote Environment,” Miller Nash Graham & Dunn, *Employment Law Seminar* (Dec. 2020)
- “Renovations and Pandemic Precautions Gone Viral: Workplace Safety and Health,” Miller Nash Graham & Dunn, *Employment Law Seminar* (Dec. 2020)
- “Piloting the Ship on the #MeToo Wave: Navigating Discrimination and Harassment Claims,” Miller Nash Graham & Dunn, *Employment Law Seminar* (Oct. 2019)
- “Taking Leave: Paid Sick & Safe Leave Throughout Washington State,” Ryan Swanson & Cleveland, *Annual Employment Law Update* (2017)
- “Discrimination and Harassment: How to Avoid Trouble,” Ryan Swanson & Cleveland, *Annual Employment Law Update* (2016)
- “FMLA Leave and Obligations,” Ryan Swanson & Cleveland, *Annual Employment Law Update* (2013)
- “Disability Accommodation,” Ryan Swanson & Cleveland, *Annual Employment Law Update*, webinar (2012)

## Recognition & Honors

- Rated AV<sup>®</sup> Preeminent<sup>™</sup> by Martindale-Hubbell<sup>®</sup>

## Personal Activities

Rick enjoys time with family and friends and participates in sports and outdoor activities, including weight training, cycling, hiking, motorcycling, kayaking, and water skiing.