



# David E. Worley

 Associate

☎ 206.777.7461    📍 Seattle Office  
✉ david.worley@millernash.com  
🐦 @millernashllp

**“When addressing clients’ legal issues on a daily basis, it is important to remember the most important aspect of representation—that these are people who need solutions. Keeping this in mind, I strive to build long-lasting relationships through reasoned advice, ongoing dialogues, and responsiveness to arising issues. Our clients deserve no less.”**

David Worley is a senior associate on the firm’s employment & labor relations practice team. He represents employers of all sizes in state and federal court against claims of wage and hour disputes, employment discrimination, harassment, and hostile work environment issues. David also represents businesses in a variety of labor relations disputes, including collective bargaining, contract negotiation, grievance arbitration, and traditional labor matters. David has represented institutions, public entities, and individuals in state and federal courts, including respective appellate courts. David also represents clients before state and federal regulatory authorities, focusing on employment and labor issues.

In addition to representing clients in litigation and dispute resolution matters, David frequently advises clients on day-to-day issues that arise, attempting to prevent problems before they become lawsuits. He reviews and drafts employment agreements, employee handbooks, collective bargaining agreement provisions, and all other manner of labor- and employment-related documents.

Prior to joining Miller Nash, David was a commissioned Sheriff’s Deputy with the King County Sheriff’s office, earning valuable experience and perspective. During law school, David clerked for a union-side labor law firm, in addition to studying labor and employment law.

## Professional Activities

- Washington State Bar Association, Member
- King County Bar Association, Member
- Washington Defense Trial Lawyers, Member

## Education

J.D., Seattle University  
School of Law, *cum laude*,  
2013

B.A., University of  
Washington and  
Washington State  
University, 2007

## Bar Admissions

Alaska, 2021  
Oregon, 2021  
Washington, 2013

## Court Admissions

U.S. District Court, Eastern  
District of Washington

U.S. District Court,  
Western District of  
Washington

Washington Supreme  
Court

U.S. Court of Appeals for  
the Ninth Circuit

## Civic Activities

- University of Washington Varsity Boat Club
- University of Washington Board of Rowing Stewards
- Washington Trails Association
- Toastmasters

## Representative Experience

### Prior to Joining Miller Nash LLP

- Obtained summary judgment dismissal of federal employment discrimination claim, alleging disability discrimination (on appeal).
- Obtained dismissal of wrongful termination grievance in labor arbitration, when employee failed to return to work following exhaustion of injury leave.
- Negotiated favorable settlement of multiple unfair labor practices charges, resulting in dismissal of all charges on agreement from NLRB.
- Briefed successful appeal before Washington Court of Appeals and Supreme Court, affirming summary judgment dismissal on land use claim based on historical covenants.
- Obtained favorable settlement in defamation/libel claim on behalf of defamed client, including individual retraction of online postings by author, and multiple takedowns by various online media publishers.
- Obtained favorable settlement in age discrimination lawsuit in federal court, after receiving multiple favorable interlocutory orders through motion practice.
- Obtained near-total victory for client in contract arbitration dispute, where client alleged breach of contract with damages of several million, including significant prejudgment interest.

## Publications

- “Potential Challenges to Contractual Arbitration Grow,” Washington Defense Trial Lawyers, *The Defense News* (Fall 2022)
- “As Time Goes by...Pay Practices Which May Be a Surprising Risk for Employers—Part 1,” Miller Nash, *Employment Law in Motion* (Dec. 2022)
- “Washington Court of Appeals Voids Class Action Waivers in Some Wage and Hour Claims,” Miller Nash, *Employment Law in Motion* (Sept. 2022)
- “Seattle Alert: New Independent Contractor Protections Go Into Effect September 1, 2022,” Miller Nash, *Employment Law in Motion* (Sept. 2022)
- “The NLRB Reawakened: Part One—New Obstacles to Settlement of Unfair Labor Practices,” Miller Nash, *Employment Law in Motion* (July 2022)
- “Washington Employers Should Prepare for Historically High Increases in the Minimum Wage and Exempt Salary Requirements,” Miller Nash, *Employment Law in Motion*, coauthor (July 2022)
- “Use it or Lose it: SCOTUS Eases Arbitration Waiver Analysis in Most Circuits, States,” Miller Nash, *Employment Law in Motion* (June 2022)
- “Washington Court of Appeals Expands Possibility for Attorney’s Fees Claim Under Wage Statute as Separate Cause of Action,” Miller Nash, *Employment Law in Motion* (June 2022)

## Presentations

David conducts numerous presentations on employment and labor issues, including periodic updates to industry groups and individual client presentations. Following is a list of presentations since 2022.

- “Full Steam Ahead: Keeping the Track Clear in Today’s Divided Workplace,” Miller Nash, Employment Law Seminar (Oct. 2022)

## Recognition & Honors

- Selected for inclusion in Best Lawyers: Ones to Watch
  - Labor and Employment Law - Management, 2022
  - Product Liability Litigation - Defendants, 2022
  - Litigation - Construction, 2021-2022

## Personal Activities

As a long-time Seattle-ite, David competed on the rowing team for the University of Washington where he earned a number of accolades including Pac-10 Newcomer of the Year, All-Conference Athlete, and an undefeated Varsity National Championship. After graduating, David rowed for the United States, narrowly missing the Olympic team by just over one second. He is still active in the rowing community and is involved with both the University of Washington Varsity Boat Club and the Board of Rowing Stewards.

David is very active, and enjoys enduro mountain biking, trail running with his dog, and golf in the summer. In the winter, David is an avid skier, and also enjoys traveling to warm destinations to surf.