

Sean D. Jackson

Partner

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📡 employmentlawinmotion.com

“Effective advocacy begins with understanding the client. I partner with employers to develop proactive strategies, manage risk, and resolve disputes efficiently, while remaining prepared to aggressively defend their interests when litigation cannot be avoided.”

Sean Jackson is an experienced employment litigator. He counsels clients and defends them against allegations of discrimination, harassment, wrongful termination, whistleblowing, wage and hour claims, disability accommodation concerns, and retaliation. He also safeguards clients’ intellectual property through strategic advice and litigation concerning non-competition and non-solicitation agreements, confidentiality agreements, employee lift-outs, and trade secrets. Sean litigates life, health, and disability claims arising under ERISA, and he represents public and private employers across diverse industries. He handles matters throughout their life cycle including arbitrations and jury trials.

Sean helps employers avoid litigation by offering guidance and management training on noncompete agreements and other employee restrictive covenants, employment contracts, employee terminations and discipline, leave and disability laws, personnel policies, and internal investigations.

Before joining Miller Nash, Sean practiced employment law at a national firm.

Professional Activities

- Washington State Bar Association
- Oregon Bar Association
- American Bar Association, Labor and Employment Law Section

Representative Experience

Discrimination and Harassment

- Obtained summary judgment in favor of national grocery chain dismissing claims of racial discrimination, harassment, and defamation*
- Represented local governmental entity and its elected official in a jury trial involving claims of racial discrimination and defamation*
- Represented construction company in a jury trial involving claims of whistleblowing, race discrimination, retaliation, and wrongful termination*

Education

J.D., Gonzaga University
School of Law, 2002

- Managing Editor,
*Gonzaga Journal of
International Law*

B.A., Eastern Washington
University, government,
1999

Bar Admissions

Washington, 2003
Oregon, 2015

Court Admissions

U.S. District Court, Western
District of Washington

U.S. District Court, Eastern
District of Washington

U.S. District Court, District of
Oregon

U.S. Court of Appeals, Ninth
Circuit

- Represented national grocery retailer in a jury trial involving claims of gender discrimination and retaliation*
- Obtained summary judgment in favor of a private registered agent company dismissing retaliation claim*
- Represented public safety employer in grievance arbitration*
- Represented local governmental entity in a jury trial involving claims of wrongful termination, disability discrimination, and failure to accommodate*
- Obtained summary judgment in favor of public safety employer dismissing claims of unfair labor practices, age discrimination, and federal civil rights violations*
- Obtained summary judgment in favor of a public safety employer dismissing claims of gender discrimination, hostile work environment, retaliation, negligent hiring, negligent training, negligent supervision, disability discrimination, and failure to accommodate*
- Obtained summary judgment in favor of a public safety employer dismissing claims of two employees asserting civil rights violations, negligent hiring, negligent supervision, and breach of employment agreement*
- Served as trial counsel in breach of employment contract action*

Noncompete Agreements and Other Restrictive Covenants

- Obtained summary judgment in favor of accounting firm against former employee who misappropriated trade secrets and took confidential information*
- Represented physician in arbitration challenging the enforceability of her noncompetition agreement on grounds that it violated antitrust laws and a new state law restricting noncompete agreements*
- Advised multiple companies and senior level executives on the use, enforcement, and litigation of noncompete agreements and various other employee restrictive covenants*

Wage and Hour

- Advised trucking companies on various truck driver wage and hour compliance issues*
- Defend company against putative wage and hour class action involving unskilled laborer workforce*
- Secured favorable resolution of government investigation into staffing agency's wage and hour practices*
- Served as trial counsel in breach of employment contract action*

**Prior to joining Miller Nash*

Publications

- "Chapter 49: Washington," *Noncompete Agreements and Related Restrictive Covenants*, Practising Law Institute, chapter co-author (Mar. 2026)
- "Rewriting the Route: Changes to DOL Independent Contractor Rule," Association of Transportation Law Professionals (Aug. 2024)
- "Breaking Down the FTC Rule Banning Non-Competes: What Employers Need to Know," *Southern Oregon Business Journal* (Apr. 2024)

Presentations

- "Non-competes, Breaks, Personnel Files—oh my! Recent Updates in Washington Employment Law," Washington State Association of Municipal Attorneys, 2026 Fall Conference (Sept. 2026)
- "Telework and the Law: Navigating the Post-Pandemic Landscape," Northwest Human Resource Management Association, 2024 NHRMA Conference (Oct. 2024)
- "Navigating Troubled Waters: Developments in Maritime Law and Vessel Arrests," Association of Transportation Law Professionals, ATLP 95th Annual Meeting (June 2024)

- “Avoiding Gotcha: Steps Employers should Take to Investigate Complaints and Reduce the Risk of Retaliation Claims,” Northwest Human Resource Management Association, 2022 NHRMA Conference (Oct. 2022)

Recognition & Honors

- Selected for inclusion in *The Best Lawyers in America*® (Seattle, WA)
 - Employment Law—Management, 2024-present
- Selected for inclusion as a Washington Super Lawyer, 2016-2019, 2024-2026
 - Selected as a Rising Star, 2013