

Ben Eckhart

Senior Attorney

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Seattle – 206.903.5439



Ben delivers forward thinking employment law counsel that integrates clear legal analysis with practical, business focused guidance.

Ben advises employers on compliance with federal, state, and local workplace regulations and provides strategic guidance on a wide range of employment law and labor management issues. His experience spans statutory interpretation, policy development, workplace investigations, and labor relations, with a focus on delivering clear, practical counsel that helps clients manage risk and maintain compliant, productive work environments.

Ben regularly assists employers, management teams, and HR professionals in navigating complex regulatory frameworks, including Title VII, the ADA, the FMLA, and Department of Labor requirements. He prepares and updates summaries of governing laws, reviews employee handbooks for legal sufficiency and consistency, and supports clients in implementing best practices aligned with evolving compliance obligations.

Ben provides guidance to both union and non-unionized workplaces on the National Labor Relations Act and developments before the National Labor Relations Board. He represents management in collective bargaining negotiations and grievance matters, offering a measured, solutions-oriented approach to management relations.

Ben has substantial experience conducting internal investigations into allegations of harassment, discrimination, and other workplace misconduct. His work includes interviewing complainants and witnesses, evaluating factual records, and preparing thorough investigative reports. His background also includes two and a half years of criminal investigative experience, which enhances his ability to assess credibility, analyze complex fact patterns, and deliver objective findings.

Ben develops and presents employment law training programs for employees, supervisors, and leadership teams. His live, interactive sessions address anti-

Education

- University of Denver (J.D., 2002)
- University of California, Berkeley (B.A., Political Science, 1995)
 - Rowing

Bar Admissions

- Washington
- Colorado

harassment compliance, supervisory responsibilities, unemployment law, and wage and hour requirements, with an emphasis on clarity, engagement, and practical application.

Ben is recognized for his professionalism, sound judgment, and commitment to helping employers foster workplaces that are compliant, respectful, and effectively managed.

Professional Affiliations

- Governance and Compliance Committee Member, Pacific Medical Centers Community Board
- King County Bar Association, Planning Committee Labor & Employment Law Conference

Select Presentations

- 2025 – Washington College and University Professional Association for Human Resources – “*2025 Employment Law Update*”
- 2025 – South Puget Sound Human Resource Management Association – “*2025 Employment Law Update*”
- 2025 – Lake Washington Human Resource Management Association – “*Best Practices for Drafting and Maintaining Well-Written Handbooks*”
- 2024 – Northwest Human Resource Management Association – “*The Enduring Impact of the National Labor Relations Act on Non-union Employers*”
- 2024 – Washington College and University Professional Association for Human Resources – “*2024 Employment Law Update*”
- 2023 – Northwest Human Resource Management Association – “*The Top 5 Reasons Why All Employers Should Care about the National Labor Relations Act*”
- 2023 – Northwest Human Resource Management Association – “*Beyond the Basics: Tackling Complicated Issues That Arise During Internal Investigations*”
- 2022 – Washington State Human Resource Management Association – “*Navigating Religious Accommodations in the Workplace*”