

James Smith

Counsel

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James Smith focuses his practice in the areas of labor and employment law. He specializes in labor and employment disputes with an emphasis on class and representative actions. James has successfully litigated numerous cases to conclusion, including lawsuits alleging wrongful termination, harassment and discrimination, and complex wage and hour claims under both state and federal law.

Prior to joining the firm, James was founding and managing partner of a California-based business and employment litigation law firm where he was director of its Labor and Employment Group. He also served as outside counsel for emerging and mid-sized companies. Previously, James worked as a senior associate and founding member in the San Francisco, California office of an international law firm where he represented clients in labor and employment matters and acted as lead trial counsel in multiple cases.

James is an Adjunct Professor at the University of California, Hastings School of Law where he teaches moot court, appellate advocacy and related courses in the Legal Writing and Moot Court Department.

James was recognized as a Northern California "Super Lawyer" in 2019 and the seven years prior for Labor & Employment by *Super Lawyers* magazine.

Education

University of California, Hastings School of the Law J.D. (1997) *Hastings Law Journal* (1995-1997)
Moot Court Board, Chair (1996-1997)

University of Minnesota B.A. (1994) Economics, *summa cum laude*

Admissions

California (1997)

Court Admissions

U.S. Court of Appeals for the Ninth Circuit

U.S. District Court for the Central District of California

U.S. District Court for the Eastern District of California

U.S. District Court for the Northern District of California

U.S. District Court for the Southern District of California

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Kilpatrick Achieves Record Number of Attorneys Named 2025 World IP Review Leaders

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