



A T T O R N E Y S

Employment | Labor | Benefits | Higher Education
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SARAH I. HALE

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Sarah Hale, a Partner at Barran Liebman LLP, advises and represents private and public sector employers in a wide array of employment and labor law matters. By taking a hands-on approach, she aims to equip her clients with the policies and sound employment decisions necessary to prevent employment disputes on the front-end. She also works closely with clients to set in motion practical and effective responses in the event that litigation or workplace investigations are required.

With over ten years of combined practice throughout Oregon and Washington, Sarah has partnered with management to successfully navigate all aspects of the employment relationship, including but not limited to leave and disability law compliance, wage and hour law compliance, conducting workplace investigations, drafting workplace policies and employee handbooks, providing defense against claims such as discrimination and harassment, and providing counsel in collective bargaining, union contract negotiations, and grievance and interest arbitrations. Sarah has extensive litigation experience in her employment practice and previously worked as a municipal prosecutor where she tried cases to verdict and handled pre-trial and post-trial motions and sentencing.

In addition to her private practice experience, Sarah served as a Judicial Law Clerk to the Honorable Marsha J. Pechman in the United States District Court and the Honorable Marlin J. Appelwick in the Washington State Court of Appeals. Not only were these two clerkships a high honor, but they provided Sarah with an insider look of the courtroom that directly benefits her clients today. Sarah earned her B.A. and M.A. in History from the University of Oregon, before earning her J.D. from the University of Washington School of Law.

Representative Matters

- Counsel for Large Municipality: Represented City against highly publicized claims of retaliation and defamation to obtain early dismissal of claims in federal court.
- Counsel for National Game and Toy-Maker: Advised and defended Employer before the EEOC concerning allegations of sexual harassment and retaliation; advised regarding settlement of claims.
- Counsel for Public Water District: Analyzed employee classifications as exempt or non-exempt while advising as to necessary reclassifications under state and federal employment laws; provided audit of pay practices.
- Counsel for Public Transit District: Defended Employer against claims of wrongful termination and sex discrimination to successfully obtain summary judgement awarded in favor of Employer.
- Counsel for National Hotel Chain: Competed revision of employment policies and practices to ensure compliance under multiple state and federal laws.
- Counsel for National Media Branding Agency: Advised on employee termination and negotiation of severance and settlement claims.

Areas of Practice

Employee Handbooks
 Employment Law Advice & Litigation
 Higher Education Representation
 Labor Relations
 On-Site Employment Law Training
 Pay Equity
 Public Sector Practice
 Reductions in Force
 Sexual Harassment (Compliance, Training, Advice & Defense)
 Social Media
 Title IX Compliance Advice & Training
 Workplace Investigations

Honors

Washington Super Lawyers Magazine: Rising Star (2016-present)

Professional Experience & Affiliations

Washington State Association of Municipal Attorneys (2009-2011, 2014-present)
 Oregon Women Lawyers: Member (2019-present)
 Multnomah Bar Association: Member (2019-present)
 United States District Court, Western District of Washington: Judicial Law Clerk to the Hon. Marsha J. Pechman (2012-2014)
 Washington State Court of Appeals: Judicial Law Clerk to the Hon. Marlin J. Appelwick (2007-2009)

Civic Activities

Northwest Immigrant Rights Project: Volunteer Attorney (2008-2012, 2014-present)

Representative Presentations

District & Municipal Court Judges' Association Spring Program: "Sex Harassment Liability and Enforcement in the Age of #MeToo," (6/2019)
 Washington Association of Sewer, Water Districts, and Municipal Research Services Center: "What's Next: Preparing for Washington's Paid Family Leave," (11/2018)
 Labor Relations Institute: "Getting to #NotHere: Preventing and Responding to Sexual Harassment in the Age of #MeToo," Presenter (2018)
 Pierce County Association of Police Chiefs: "Labor and Employment Update: Trends and What's Around the Corner," Presenter (1/2018)
 Washington Association of Municipal Attorneys Fall Conference: "FLSA Update: Preparing for the Changes to the Exemptions," Presenter (10/2016)
 Association of Washington Cities' Labor Relations Institute: "FLSA Update," Presenter (5/4/16)

Representative Publications

"Ninth Circuit: The NLRB's "One Employee Doctrine" Does Not Apply to Contracts With Interest Arbitration Provision," Barran Liebman Electronic Alert, May 30, 2019
 "Washington Pay Equity Updates: Employers Are Prohibited from Asking Prior Salary & Must Disclose Wage Information," Barran Liebman Electronic Alert, May 20, 2019

Representative Publications (continued)

“Washington Bans the Box and Imposes New Limitations on the Use of Criminal Background Checks During the Hiring Process,” March 13, 2018

“New Salary Basis Test Takes Effect December 1, 2016,” May 19, 2016

“Changes to Washington Law Require Timely and Complete Responses to Unemployment Claims,” March 13, 2015

“Substance Use in the Workplace: How Employers Play a Role in the Opioid Response,” November 2018

Admitted to Practice

Oregon

U.S. Court of Appeals, Ninth Circuit

U.S. District Court, District of Eastern Washington

U.S. District Court, District of Western Washington

Washington

Academics

University of Washington School of Law (J.D., 2007): *Pacific Rim Law and Policy Journal*: Associate Editor in Chief (2006-2007), Member (2005-2006)

University of Oregon (M.A., History, 2002)

University of Oregon (B.A., History, 1998)