

BARRAN LIEBMAN^{LLP}

A T T O R N E Y S

Employment | Labor | Benefits | Higher Education
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TREVOR R. CALDWELL

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Trevor Caldwell represents employers in traditional labor law and employment law matters. With a specialized labor practice and focus on the negotiation of collective bargaining agreements, contract administration, arbitration, and representation before state and federal agencies, Trevor works closely with employers of all sizes to implement effective workplace policies that mitigate legal risk and advance clients' unique business goals. He also frequently provides employment law trainings for both employees and supervisors.

Trevor is actively involved with the Oregon State Bar where he serves as the Chair-Elect for the Military and Veterans Law Section Executive Committee, and is a member of the Labor and Employment Law Section. He is also a member of the Multnomah Bar Association Professionalism Committee and serves on the Young Lawyers Section

Pro Bono Committee, where he directs the Wills for Heroes Clinic. Before beginning his legal career, Trevor served on active duty as a Captain in the U.S. Army. He has been a member of the Oregon National Guard since leaving active duty, and currently serves as an attorney in the Office of the Staff Judge Advocate (JAG).

Representative Matters

Counsel for Private Sector Employers: Successfully represented employers across a variety of industries in union organizing and election campaigns.

Counsel for Small Businesses: Defended numerous small businesses against wage and hour claims brought by former employees.

Counsel for Company in Wood Products Industry: Represented a regional private sector employer in successful NLRB decertification election.

Counsel for Law Enforcement Agency: Provided representation in discharge arbitration in which arbitrator upheld the discipline.

Counsel for Public Sector Employer: Successfully defended employer in unfair labor practice proceeding before Oregon Employment Relations Board alleging refusal to bargain.

Areas of Practice

Collective Bargaining

Employment Law Advice & Litigation

Grievance Arbitrations

Interest Arbitrations

Labor Relations

On-Site Employment Law Training

Public Sector Practice

Strikes, Pickets & Boycotts

Unfair Labor Practices

Areas of Practice (continued)

Union Organizing & Union Elections

Honors

Combat Veteran, U.S. Army

Professional Experience & Affiliations

Oregon Public Employer Labor Relations Association (ORPELRA), Member (2019-present)

American Bar Association Section of Labor and Employment Law, Member (2019-present)

Oregon State Bar: Military and Veterans Law Section Executive Committee, Chair-Elect (2018-present); Labor and Employment Law Section, Member

Multnomah Bar Association: Professionalism Committee (2018 - present); Young Lawyers Section Pro Bono Committee (2016 - present)

Oregon State Treasury: Extern (2015)

Veterans Affairs Staff Assistant to U.S. Congressman Peter DeFazio (2013-2014)

Wayne Morse Fellow, Office of U.S. Senator Ron Wyden (2013)

Civic Activities:

Oregon National Guard: Office of the Staff Judge Advocate (JAG), Attorney (2015-present)

Representative Presentations

Barran Liebman Traditional Labor Law Update: “Significant 2018 National Labor Relations Board Decisions & What Employers Need to Know for 2019,” Co-Presenter (3/5/19; 3/6/19)

Oregon Bureau of Labor & Industries (BOLI) 34th Annual Employment Law Conference: “Document Preservation & Record-Keeping for Oregon Employers,” Presenter (11/1/18)

Police Conference of New York Annual Convention: “On the Chopping Block: Fair Share and the U.S. Supreme Court,” Presenter (5/17)

University of Oregon Wayne Morse Scholars Program, Democratic Dilemmas: “The Use of Drones and “Kill Lists,” Presenter (1/14)

Afghanistan Pakistan Regional Expertise Training Program, Defense Intelligence Agency, Washington, D.C.: “U.S. Unmanned Aerial Systems,” (8/13)

Representative Publications

“NLRB Allows Employers to Limit Union Activity in Public Spaces,” Barran Liebman Electronic Alert, June 18, 2019

“Ninth Circuit: The NLRB’s “One Employee Doctrine” Does Not Apply to Contracts With Interest Arbitration Provision,” Barran Liebman Electronic Alert, May 30, 2019

“U.S. Supreme Court Narrows Avenues for Resolving Employment Disputes Through Class Arbitration,” Barran Liebman Electronic Alert, April 26, 2019

“Employers, Beware: Federal Opinion Conflicts with Case Law,” *Daily Journal of Commerce*, March 22, 2019

“Not So Fast: One More Thing For Your Updated FMLA Policy,” Barran Liebman Electronic Alert, March 18, 2019

“Labor Board Restores Independent Contractor Rule,” *Oregon Business Report*, February 7, 2019

“NLRB Reinstates Longstanding Independent Contractor Standard,” Barran Liebman Electronic Alert, February 5, 2019

Representative Publications (continued)

“State Government is Immune from Trooper’s USERRA Claims,” *Public Safety Labor News*, May 2017.

Admitted to Practice

Oregon

U.S. District Court, District of Oregon

Academics

The Judge Advocate General’s Legal Center and School, U.S. Army, Judge Advocate Basic Course (2018)

University of Oregon School of Law (J.D., 2015): Wayne Morse Center for Law & Politics, Fellow
University of Portland (B.A., 2006): Study Abroad, Salzburg, Austria (2003-2004)