



A T T O R N E Y S

Employment | Labor | Benefits | Higher Education
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REBECCA (BECKY) A. ZUSCHLAG

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Becky Zuschlag is a member of Barran Liebman’s employment, labor relations, and benefits practices. With over six years of human resources experience prior to pursuing her legal studies, Becky is well-versed in the legal considerations faced by today’s employers and is able to leverage her first-hand knowledge to support her clients. Specifically, Becky has experience managing complex employee relations issues, implementing and administering employee benefit plans, administering leave, providing coaching and performance management support to employees and leadership, investigating employee complaints, and managing requests for accommodation. Becky’s experience as an HR professional enables her to empathize with the realities of day-to-day HR management and business operations.

Becky received her J.D., *cum laude*, from Willamette University College of Law, where she served as a member of Willamette’s Labor and Employment Law Section, Business Law Society, Women’s Law Caucus, and as a peer mentor for other law students. Becky received her B.A., *magna cum laude*, in Psychology from Pacific University, during which time she was a member of Psi Chi, an international honor society in psychology.

Representative Matters

- Counsel for Local Non-Profit: Obtained dismissal of BOLI charge alleging whistleblower retaliation and constructive discharge.
- Prepared trial defense for local maritime organization against a wrongful termination, age discrimination, and whistleblower lawsuit in state court.
- Drafted employee handbooks for dozens of employers with employees locally as well as nationally, ensuring strict compliance with applicable state, federal, and local laws.
- Defended a housing industry employer against complaints filed with the Oregon Bureau of Labor and Industries.
- Performed legal research and drafted a position statement on behalf of a local employer before the Oregon Bureau of Labor and Industries.
- Composed numerous separation, severance, and settlement agreements for employers seeking to terminate their employment relationships with employees at various levels of the respective organizations.
- Executed multiple workplace investigations involving hostile work environment complaints.
- Counseled employers in various industries on leave administration-related matters.
- Responded to union election petition and prepared employer for the subsequent election.
- Conducted legal research regarding evidentiary standards for civil trial in state and federal court.

Practice Areas

- Affirmative Action Plans
- Employee Handbooks

Practice Areas (continued)

Employment Law Advice & Litigation
HR Audits
Leave Law Administration
Paid Leave Oregon
Pay Equity
Remote Work
Wage & Hour
Workplace Investigations

Professional Experience & Affiliations

Willamette University College of Law: Research Assistant (2021-2022)
ZoomCare: HR Business Partner (2017-2020); People Team Coordinator (2016-2017); Lead Operations Specialist, People Support (2015-2016); Clinic Associate (2012-2015)
Alpine Fiber Alpacas: Farm Manager (2001-2012)

Representative Publications

“Sunny Days Ahead: Reminders for Employers About Oregon & Washington Heat Exposure & Illness Prevention Rules,” Barran Liebman Electronic Alert, May 16, 2024
“Important Reminders for Employers: Numerous Changes Take Effect on July 1, 2024,” Barran Liebman Electronic Alert, April 24, 2024
“Do Your Employees Wear Uniforms? NLRB Determines That Employees Are Protected in Wearing Black Lives Matter Pins at Work,” *Cascade Business News*, April 3, 2024
“Important Updates to OFLA & Oregon Sick Time Rules,” Barran Liebman Electronic Alert, March 11, 2024
“Restrictions on No-Rehire Provisions in Workers’ Compensation Settlement Agreements,” Barran Liebman Electronic Alert, February 5, 2024
“Employee Handbooks: Have You Reviewed Yours Lately?,” *Cascade Business News*, December 6, 2023
“Quiet Quitting: Is It Here to Stay & How Can Employers Cope?,” *New England Biz Law Update*, October 3, 2023
“The U.S. Department of Labor Announces Proposed Changes to the FLSA,” Barran Liebman Electronic Alert, September 28, 2023
“Quiet Quitting: Is It Here to Stay & How Can Employers Cope?,” *Daily Journal of Commerce*, September 21, 2023
“Demystifying the Magic of Mushrooms in Oregon,” *Cascade Business News*, September 6, 2023
“NLRB Adopts New Standard for Assessing Unlawful Workplace Rules,” Barran Liebman Electronic Alert, August 7, 2023
“NLRB Adopts New Standard for Assessing Unlawful Workplace Rules,” Barran Liebman Electronic Alert, August 7, 2023
“Watch Out for FLSA Misclassification: Supreme Court Rules Daily Rate Pay Cannot Meet Salary Basis Test for Exempt Status,” Independent Electrical Contractors Association *Employer News*, June 1, 2023
“Pay Transparency: Current Trends & Best Practices for Compliance,” *Cascade Business News*, May 3, 2023
“Complexities of Injured Workers’ Reinstatement & Reemployment Rights,” *Daily Journal of Commerce*, April 28, 2023

Representative Publications (continued)

- “New Oregon Minimum Wage Rates Announced,” Barran Liebman Electronic Alert, April 19, 2023
- “Legal Implications of Mental Health in the Workplace,” Independent Electrical Contractors Association *Employer News*, April 3, 2023
- “Maintaining Wage & Hour Compliance in Light of ‘Telework’ Challenges,” *Daily Journal of Commerce*, March 24, 2023
- “HB 3205 Seeks to Exempt Hiring & Retention Bonuses from Oregon Pay Equity Requirements,” Barran Liebman Electronic Alert, March 20, 2023
- “AI is Exciting, But Can It Write Your Employee Handbook?” *Cascade Business News*, March 1, 2023
- “Employee Termination Best Practices: Exit Interviews & Final Paychecks,” *Daily Journal of Commerce*, February 22, 2023
- “New Protections for Pregnant & Nursing Mothers,” *Cascade Business News* (Co-Author), February 1, 2023
- “New Year’s (Workplace) Resolutions for 2023,” *Daily Journal of Commerce*, December 23, 2022
- “Reminder: NLRA Applies to Nonunion Workplaces!,” Barran Liebman Electronic Alert, November 15, 2022
- “Attendance Policy Best Practices for Employers,” *Cascade Business News*, October 19, 2022
- “Returning to the Workplace & ADA Compliance,” *Cascade Business News*, August 17, 2022
- “With Remote Work Here to Stay, Company Policies Should be Created,” *Daily Journal of Commerce*, June 24, 2022
- “DOL Releases New FMLA Mental Health Resources,” Barran Liebman Electronic Alert, June 13, 2022
- “OSHA Extreme Heat & Wildfire Smoke Rules,” Independent Electrical Contractors Association *Employers News*, June 1, 2022
- “Oregon OSHA’s Wildfire Smoke & Heat Illness Prevention Rules: Important Reminders & New Changes,” Barran Liebman Electronic Alert, May 17, 2022

Admitted to Practice

Oregon

Academics

Willamette University College of Law (J.D., *cum laude*, 2023): Labor and Employment Law Association, Member (2020-2023); Business Law Society, Member (2020-2023); Research Assistant (2021-2022); Chapter of the Women’s Law Caucus, Member (2021-2023)

Pacific University (B.A., *magna cum laude*, 2011): Psi Chi, Member (2010-2011)