



A T T O R N E Y S

Employment | Labor | Benefits | Higher Education
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CHRIS M. MORGAN

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Chris Morgan is a partner at Barran Liebman LLP, where he specializes in complex employment advice, strategy, and litigation. He has successfully handled hundreds of cases for employers of all sizes and industries in state and federal courts, as well as in front of regulatory agencies such as BOLI and the EEOC. Chris is known for his aggressive defense of a wide range of employment-related claims—including those alleging wrongful termination, harassment, discrimination, and wage and hour violations. Chris also handles both large and small commercial disputes, including breach of contract actions and tort claims alleging business interference and breach of fiduciary duties.

In addition to his litigation work, Chris is a frequent speaker, author, and advisor in proactive training and policy development. He is passionate about helping businesses succeed, and provides interactive trainings on employment law, legal compliance, and risk management. In line with this focus, Chris recently collaborated with Oregon’s State Accident Insurance Fund to develop a comprehensive series of HR training modules for their policyholders.

Chris graduated *cum laude* with a B.A. in Political Science from Washington State University and received his J.D., *cum laude*, from the Gonzaga University School of Law, where he was the class commencement speaker and received the Dean’s Distinguished Achievement scholarship.

Representative Matters

- Lead Counsel for Regional Healthcare Organization: Obtained full defense verdict in case tried in County Circuit Court alleging breach of contract.
- Lead Counsel for Regional Law Firm: Obtained full defense verdict in case tried in County Circuit Court alleging unpaid wages.
- Lead Counsel for Regional Trade Organization: Obtained full dismissal of all claims alleging discrimination, retaliation, harassment, and wrongful termination. Dismissal was affirmed in full by the Oregon Court of Appeals.
- Lead Counsel for Publicly Traded Company: Obtained summary judgment and full dismissal of all claims alleging federal and state disability discrimination.
- Lead Counsel for Regional Healthcare Organization: Obtained full dismissal of all claims alleging federal and state disability and religious discrimination following motion for summary judgment.
- Lead Counsel for Regional Healthcare Organization: Obtained a full dismissal with prejudice of claims alleging whistleblower retaliation and discrimination.
- Lead Counsel for Multi-National Energy Company: Obtained dismissal of BOLI charge alleging retaliation and race discrimination.
- Lead Counsel for Regional Car Service Organization: Obtained a full dismissal with prejudice of claims alleging federal and state age discrimination.

Representative Matters (continued)

- Lead Counsel for International Construction Company: Obtained dismissal of BOLI charge alleging whistleblower retaliation.
- Lead Counsel for Regional Childcare Facility: Obtained dismissal of BOLI charge alleging whistleblower retaliation.
- Lead Counsel for Regional Care Facility: Obtained dismissal of BOLI charge alleging workers' compensation discrimination and retaliation.
- Lead Counsel for Regional Non-Profit Corporation: Obtained dismissal of BOLI charge alleging discrimination and whistleblower retaliation.
- Lead Counsel for Large Public Health Organization: Obtained dismissal of BOLI charge alleging discrimination, retaliation, and constructive discharge.
- Lead Counsel for Regional Non-Profit Corporation: Obtained dismissal of BOLI charge alleging whistleblower retaliation.
- Lead Counsel for Private Company: Represented company against claims alleging retaliation, failure to accommodate, wrongful discharge, and negligent infliction of emotional distress. Obtained dismissal with prejudice on all claims.
- Lead Counsel for Private Corporation: Represented large, multi-national corporation against claims alleging retaliation, age discrimination, and breach of contract.
- Lead Counsel for Private Corporation: Represented large, multi-national corporation against claims alleging retaliation and national origin discrimination.
- Lead Counsel for Public University: Represented University against federal claims alleging retaliation and national origin discrimination.
- Lead Counsel for Public County: Represented large Public County against claims alleging harassment, hostile work environment, and intentional infliction of emotional distress.
- Lead Counsel for Non-Profit Corporation: Represented large Non-Profit against claims alleging retaliation and hostile work environment.
- Lead Counsel for Non-Profit Corporation: Represented large Non-Profit against claims alleging disability discrimination.
- Lead Counsel for Private Company: Represented agricultural organization against state and federal claims alleging breach of contract, unlawful deductions, and overtime violations.
- Lead Counsel for Regional Training and Education Institution: Represented company against claims alleging wrongful discharge, discrimination, and retaliation. Obtained dismissal with prejudice on all claims.
- Lead Counsel for Large Regional Construction Corporation: Obtained dismissal of BOLI charge alleging retaliation and national original discrimination.

Areas of Practice

- Compliance Advice
- Complex Employment-Related Commercial Litigation
- Employment Law Advice & Litigation
- Employers in Health Care
- Higher Education Representation
- On-Site Employment Law Training
- Pay Equity
- Policy Advice & Preparation
- Sexual Harassment (Compliance, Training, Advice & Defense)
- Wage & Hour

Honors

The Best Lawyers in America: Listed as a Ones to Watch Labor & Employment Law Management, Labor & Employment Litigation Attorney (2023-present)
Oregon Super Lawyers Magazine: Rising Star (2020-present)
 Graduate of the National Institute for Trial Advocacy: Deposition Skills (2018)

Professional Experience & Affiliations

Graduate of the National Institute for Trial Advocacy: Deposition Skills (2018)
 Oregon's State Accident Insurance Fund (SAIF): Content Creator for Policyholder E-Learning Center HR Modules (2020-2021)
 American Bar Association Young Lawyers Division: Labor & Employment Committee: Co-Chair (2018-2019); Law Student Outreach Team: Vice-Coordinator (2018-2019); Emerging Leaders Program (2017-2018)

Civic Activities

The First Tee of Greater Portland: Ambassador Board, Member (2018-present)
 The Portland Opera's Young Patron Society: Member (2018-present)

Representative Presentations

Rogue Valley SHRM Legal Seminar: "Write This Down: How to Avoid Documentation Issues & Set Yourself Up for Success"; "Cover Your Class: Ways to Ensure Classification Issues Don't Come Back to Bite You," Presenter (5/15/24)
 Lane County Human Resources Association: "Best Practices for Managing Risky Terminations & Limiting Legal Exposure," Presenter (4/16/24)
 Barran Liebman Webinar: "Navigating Hot Topics in Wage & Hour Law: Tip Pooling, Joint-Employer Status & Overtime," Co-Presenter (3/20/24)
 Mid-Valley SHRM: "Managing Mental Health in the Workplace," Presenter (3/13/24)
 Barran Liebman Internal CLE: "Effective Use of Requests for Admission," Co-Presenter (2/22/24)
 Barran Liebman Webinar: "Personnel Records: Best Practices for Responding to File Requests & Avoiding Penalties," Presenter (1/30/24)
 Oregon SHRM Conference: "Managing Mental Health in the Workplace," Presenter (11/3/23)
 Southern Oregon Occupational Safety & Health Conference: "Human Resources Legal Update; Paid Leave Oregon," Presenter (10/18/23)
 Barran Liebman Annual Seminar: "Don't Fall Down the Wage Demand Waterslide: How a Prompt Response Can Prevent Litigation," Presenter (9/28/23)
 Barran Liebman Client Training: "H-2A & H-2B Programs," Presenter (9/21/23)
 Barran Liebman Client Training: "Mental Health in the Workplace," Presenter (6/15/23)
 Rogue Valley SHRM Legal Seminar: "Best Practices for Wage & Hour Compliance"; "Mitigating Legal Risk Through Thoughtful Employee Separations," Presenter (5/17/23)
 Oregon Governors Occupational Safety & Health Conference: "Employment Law Update," Presenter (3/7/23)
 Barran Liebman Webinar: Mental Health in the Workplace: Reviewing & Responding to Employee Disclosures," Presenter (1/24/23)
 Multnomah Bar Association Young Lawyers Section CLE: "Basics of Wage & Hour Law," Presenter (10/13/22)
 Barran Liebman Annual Seminar: "Safety Barriers: Absorbing the Impact of Employment Separation through Severance & Separation Agreements," Presenter (9/29/22)

Representative Presentations (continued)

- Oregon Association of Defense Counsel Annual Convention Lightning Round: “Techniques for Successfully Challenging the Pleadings Via Pre-Answer Motions to Dismiss,” Presenter (6/17/22)
- Barran Liebman Webinar: “Effective Wage & Hour Practices to Safeguard Your Workplace,” Presenter (6/7/22)
- Portland Human Resource Management Association (PHRMA) Legal Update: “Best Practices for Managing Risky Terminations & Limiting Legal Exposure,” Presenter (5/25/22)
- SAIF 2022 Workers’ Compensation Seminar: Employment Practices in 2022: Things to Know & Consider,” Presenter (5/5/22)
- Barran Liebman Annual Seminar: “Know When to Lay Up: Tips for Managing Employee Discipline & Risky Terminations,” Presenter (9/30/21)
- Associated General Contractors (AGC) Summer Convention: “Safety Complaints & Retaliation in Oregon: Employers Now Presumed Guilty,” Presenter (8/6/21)
- SAIF 2021 Workers’ Compensation Seminar: “Employment Law: New Laws & Best Practices for 2021,” Presenter (5/12/21)
- Barran Liebman Webinar: “Key Policy Considerations For Employers Going In To 2021,” Presenter (12/8/20)
- Barran Liebman Client Training: “Sexual Harassment: Shifting Tides in Sexual Harassment Training & Prevention,” Presenter (9/30/20)
- Hillsboro Chamber of Commerce: “Employment Law Hot Topics, Best Practices, & Considerations During COVID-19,” Presenter (8/18/20)
- Barran Liebman Client Training: “Harassment & Workplace Investigations: Must-Knows & Best Practices for Supervisors,” Presenter (6/22/20)
- Barran Liebman Client Training: “Form I-9s, Telecommuting Policies, & Workplace Accommodations During COVID-19,” Presenter (6/11/20)
- Barran Liebman Client Training: “Phase 2 Reopening: Virus-Related Accommodations, & Compliance Considerations,” Presenter (6/11/20)
- Barran Liebman Client Training: “Re-Opening Your Business: 5 Key Considerations for Employers,” Presenter (5/7/20)
- Oregon Association of Realtors Webinar: “Drafting an Effective Independent Contractor Agreement,” Presenter (2/13/20)
- Oregon Association of Realtors Webinar: “Independent Contractors: Best Practices for Compliance With Federal & State Law,” Presenter (10/23/19)
- Barran Liebman Annual Seminar: “Walking the Tightrope: Sexual Harassment & Settlement Agreements Under Oregon’s Workplace Fairness Act,” Presenter (10/10/19)
- Barran Liebman Client Training: “HIPAA Training,” Presenter (8/21/19)
- Associated General Contractors (AGC) Summer Convention: “Hot Topics and Best Practices for the Shifting Landscape of Employment Law,” Co-Presenter (8/9/19)
- Oregon Fuels Association Annual Conference: “2019 Labor & Employment Law Update,” Presenter (7/15/19)
- Barran Liebman Client Training: “Supervisor/Manager Training,” Presenter (6/4/19)
- Barran Liebman Breakfast Seminar: “6 in 60: Advanced HR Strategies & Best Practices for 2019,” Presenter (5/14/19)
- Barran Liebman Client Training: “Advanced Supervisor Training,” Presenter (5/8/19)
- Mid-Willamette SHRM Seminar: “Harassment in the Workplace”; “Conducting an Internal Workplace Investigation,” Presenter (4/19/19)

Representative Presentations (continued)

- SAIF 2019 Workers' Compensation Seminar: "Employment Law Basics," Presenter (4/3/19)
- Oregon Governor's Occupational Safety & Health Conference: "Employment Law Best Practices," Presenter (3/6/19)
- Associated Oregon Loggers Annual Convention: "Employment Law Best Practices," Presenter (1/19/19)
- American Payroll Association Portland Metro Chapter: "A Discussion on Pay Equity," Presenter (11/28/18)
- Barran Liebman Client Training: "Workers' Compensation & ADA Accommodation Law," Presenter (11/2/18)
- Oregon Golf Course Owners Association Conference: "Golf Course Management: Employment Law & Liability," Presenter (10/28/18)
- Barran Liebman Client Training: "Safety Training & Employment Law Basics," Presenter (10/24/18)
- American Payroll Association Fall Conference: "Payroll Paradise: Deductions, Garnishments, & Oregon's New Pay Equity Law," Presenter (10/5/18)
- Barran Liebman Annual Seminar: "CANOE Survive an ICE Audit? Best Practices for I-9 Compliance & Immigration and Customs Enforcement Interactions," Presenter (9/27/18)
- Oregon Workers' Compensation Annual Educational Conference: "Navigating Marijuana in the Workplace," Presenter (9/26/18)
- Barran Liebman Interactive Pay Equity Roundtable: "Oregon's Equity Laws," Co-Presenter (7/23/18; 7/24/18; 8/14/18)
- Mid-Willamette Human Resource Association: "Labor & Employment Law Update," Presenter (7/10/18)
- Rogue Valley SHRM Annual Legal Seminar: "Labor & Employment Law Update," Presenter (5/16/18)
- Mid-Willamette Valley SHRM Meeting: "Effective Discipline & Discharge," Presenter (4/24/18)
- National Electrical Contractors Association: "Employee Handbooks, Workplace Investigations & Documenting Discipline," Presenter (4/19/18)
- National Business Institute Human Resource Law Boot Camp: "Employee Handbooks & Policies in the 21st Century"; "Social Media Policies: Balancing Employer Needs & Employee Rights," (3/12/18)
- TPD Webinar: "Tax Cuts and Jobs Act: What Your Business Needs to Know," (2/21/18)
- Barran Liebman Client Training, "HR Essentials: Legislative Updates and Best Practices," (2/15/18)
- Barran Liebman Client Training, "Sexual Harassment Culture Shift: Your Business, Your People, Your Work Environment," (2/14/18)
- Northwest EEO: "Employment Law Update," Presenter (1/16/18)
- National Business Institute Seminar on Human Resource Law From Start to Finish: "Employment Law Update," Presenter (10/11/17)

Representative Publications

- "U.S. Federal Trade Commission Bans Non-Competition Clauses," Barran Liebman Electronic Alert, April 24, 2024
- "Oregon Employers: Watch Out for Tip Pooling Rules," Barran Liebman Electronic Alert, March 12, 2024
- "Tips for Oregon Employers with Employees Receiving Tips," *Daily Journal of Commerce*, November 22, 2023

Representative Publications (continued)

- “Personnel Record Requests Under ORS 652.750: What Are They & How Do I Respond?,” *Cascade Business News*, November 1, 2023
- “U.S. Supreme Court Sets New Standard for Evaluating Religious Accommodations,” Barran Liebman Electronic Alert, June 30, 2023
- “Classifying Employees as Exempt or Non-Exempt in an Agile Business,” *Cascade Business News*, July 20, 2022
- “COVID-19 Workplace Rule Changes: What Employers Should Know,” Barran Liebman Electronic Alert, April 25, 2022
- “What Employers Should Know About Lifting COVID-19 Mask Mandates,” *Cascade Business News*, March 16, 2022
- “2021 in Review: Notable Cases for Employers to Bear in Mind,” *Daily Journal of Commerce*, January 28, 2022
- “Fall 2021: Employment Laws & Policy Updates to Know & Consider,” *Cascade Business News*, August 18, 2021
- “A Rebuttable Presumption of Discrimination in Oregon,” *Daily Journal of Commerce*, June 25, 2021
- “What Employers Need to Know About PPP Changes,” *Oregon Business Report*, January 11, 2021
- “Federal Stimulus Update Part 1: What Employers Need to Know About the PPP,” Barran Liebman Electronic Alert, January 4, 2021
- “Can Employers Require Workers to Get a COVID-19 Vaccine?,” Barran Liebman Electronic Alert, December 14, 2020
- “What the Oregon Travel Advisory Means for Employees,” *Oregon Business Report*, December 3, 2020
- “Does the State’s New Travel Advisory Mean That My Employees Have To Quarantine for 2 Weeks if They Travel for the Thanksgiving Holiday?,” Barran Liebman Electronic Alert, November 24, 2020
- “COVID Commotion: How to Navigate the Work from Home Waters,” *Association of Corporate Counsel Newsletter*, June 2020
- “Four Key Considerations for Employers When the Lockdown Ends,” *Daily Journal of Commerce*, April 24, 2020
- “New Federal Emergency Family Leave & Emergency Paid Sick Leave as Part of Coronavirus Aid Package,” Barran Liebman Electronic Alert, March 19, 2020
- “Layoffs & Mandatory Closures: What Employers Need to Know & Consider,” Barran Liebman Electronic Alert, March 18, 2020
- “Employers Take Note: New Form I-9 Rollout,” Barran Liebman Electronic Alert, February 24, 2020
- “U.S. Department of Labor Raises Salary Threshold for Exempt Employees,” Barran Liebman Electronic Alert, September 24, 2019
- “Seasonal Employees Pitfalls & Tips for Employers,” *Cascade Business News*, August 7, 2019
- “Marijuana Policies in the Workplace: What Employers Need to Know,” *Cascade Business News*, April 17, 2019
- “Breaking the ICE: Workplace Audits Are on the Rise,” *Daily Journal of Commerce*, September 28, 2018
- “Supreme Court Hands Down Highly Anticipated Public Accommodation Ruling,” *Cascade Business News*, June 20, 2018
- “New Legislations Taking Effect Starting July 1, 2018,” Barran Liebman Electronic Alert, June 29, 2018
- “California Supreme Court Imposes Legal Duty of Care on Universities,” Barran Liebman Electronic Alert, April 13, 2018
- “More Changes to Come in 2018,” Barran Liebman Electronic Alert, January 11, 2018

Representative Publications (continued)

“Tax Cuts and Jobs Act: What Your Business Needs to Know,” Barran Liebman Electronic Alert, December 28, 2017

“Employment Expectations: Free Speech & the Workplace,” *Cascade Business News*, December 20, 2017

“Recent Decisions,” *Oregon Civil Rights Newsletter*, December 2017

“Recent Legal Developments,” *Oregon Civil Rights Newsletter*, September 2017

Admitted to Practice

Oregon

Washington

U.S. District Court, District of Oregon

U.S. District Court, Western District of Washington

Academics

Gonzaga University School of Law (J.D., *cum laude*): *Gonzaga Journal of International Law*, Associate Editor; Dean’s Distinguished Achievement Scholarship Recipient; Meritorious Distinction Scholarship Recipient; Class Commencement Speaker

Washington State University (B.A., *cum laude*)