



A T T O R N E Y S

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Amy Angel is a Partner at Barran Liebman LLP, advising public and private employers on a full range of employment issues, including complex leave situations, Paid Leave Oregon implementation and compliance, reasonable accommodations, COVID-19 issues, employee handbooks, updates to policies and procedures, HR audits, and employee discipline, termination, and performance management matters. Amy takes a proactive approach to assist employers of all sizes, from small local companies to national companies with operations in Oregon and in a wide variety of industries, including construction, retail, manufacturing, agriculture, law, and health care, just to name a few.

Amy also dedicates a large part of her practice to workplace investigations, frequently serving as an impartial, third-party factfinder for public entities, private companies, and non-profits. She recognizes the importance of neutrality in fact-finding investigations and is committed to providing prompt and thorough findings. A frequent speaker, Amy addresses businesses and trade organizations on cutting-edge issues for employers, including on-site training for human resource professionals, supervisors, and managers.

Amy is listed in the *Oregon Super Lawyers* magazine, is named to the Best Lawyers list, and has been honored by *Chambers & Partners USA* since 2017. Amy has served on the Board of Directors for the Portland Opportunities Industrialization Center and Rosemary Anderson High School since 2015.

She earned her B.A. from Cornell University and her J.D., *cum laude*, from Duke University School of Law and then clerked at the Multnomah County Circuit Court for the Honorable Ellen F. Rosenblum, Oregon's current Attorney General, from 2002-2004. She is admitted to practice in Oregon and before the U.S. District Court, District of Oregon. Amy is married to Portland attorney, Patrick Angel, and they have a 17-year-old daughter who is a competitive horseback rider.

Representative Matters

- Advises employers navigating sticky leave situations, including under the Oregon Family Leave Act, Family Medical Leave Act, Paid Leave Oregon, workers' compensation reinstatement and reemployment, the ADA, and Oregon Sick Time.
- Partners with employers on disability accommodations, including engaging in the interactive process.
- Provides best practices and advice on handling employee performance, discipline, and terminations.
- Develops policies, procedures, and handbooks.
- Conducts neutral fact-finding workplace investigations.

Areas of Practice

Compliance Advice
Contract Administration
Employers in Healthcare
Employment Law Advice
Handbooks
Higher Education Compliance
HR Audits
Leave Law Administration
Paid Leave Oregon
Public Sector Practices
Reductions in Force
Remote Work
Social Media
Title IX Compliance Advice and Training
Wage & Hour
Workplace Investigations

Honors

Chambers & Partners USA: Band 4 for Labor & Employment (2022-present); Up & Coming Attorney (2017-2021)
The Best Lawyers in America: Listed (2015-present)
Oregon Super Lawyers Magazine: Super Lawyer (2014-present); Rising Star (2010-2012)

Professional Experience & Affiliations

The Salvation Army Bridgeway of Hope Portland Steering Committee: Member (2022-2023)
Lake Oswego School District Dyslexia Task Force: Parent Representative (2019-2020)
Portland Opportunities Industrialization Center Board of Directors: Secretary (2020-2021); Treasurer (2019-2020); Chair (2017-2018); Chair-Elect (2016-2017); Member (2015-2021; 2022-present); Finance Committee Member (2018-2022); Governance Committee (2015-2017; 2022-present)
Multnomah Bar Foundation Board of Directors: Past-President (2017); President (2016); Vice President (2015); Member (2014-present); CourtCare Campaign Committee, Member (2010-2016), Chair (2012-2015); CourtCare Advisory Board, Member (2010-2013)
Northwest Association of Title IX Administrators: Member (2016-present)
Oregon Business & Industry, formerly Association of Oregon Industries: Employment Practices Steering Committee, Member (2013-present); Model Policies and Forms for Oregon Employers, Co-Editor (2015-present), Editor (2013-2014)
Oregon State Bar Alternative Dispute Resolution Section: Executive Committee, Past-Chair (2017); Chair (2016); Chair-Elect (2015); Member (2014-present)
Lake Oswego Youth Lacrosse: Girls' Youth Coach (2016-2021)
Multnomah Bar Association: Member (2004-present)
Oregon State Bar Association: Member (2004-present)
Oregon Women Lawyers: Member (2004-present)
Oregon State Bar Civil Rights Section Newsletter: Editorial Board (2008-2015)
Oregon State Bar Civil Rights Section: Executive Committee, Member (2007-2011); Chair (2010)
Oregon State Bar Association OSB New Lawyer Mentoring Committee: Mentor (2012-2013)
Oregon State Bar Diversity Planning Task Force, Civil Rights Committee: Representative (2010)

Professional Experience & Affiliations (continued)

Multnomah County Circuit Court, Honorable Ellen F. Rosenblum, Portland, OR: Judicial Clerk (2002-2004)
 U.S. District Court, Western District of Tennessee (now 6th Circuit Court of Appeals), Honorable Julia Smith Gibbons, Memphis, TN: Judicial Clerk (2001-2002)

Representative Presentations

Barran Liebman Annual Seminar: “The Paid Leave Oregon Carousel: Ensuring a Smooth Ride as Leave Benefits Begin,” Presenter (9/28/23)
 Barran Liebman Internal Training: “Employee Handbooks,” Presenter (5/22/23)
 Barran Liebman Paid Leave Oregon Roundtable: “Considerations for Small Employers,” Presenter (12/6/22)
 Barran Liebman Webinar: “Paid Leave Oregon Overview,” Co-Presenter (11/10/22)
 Multnomah Bar Association CLE: “Oregon Paid Family & Medical Leave Program,” Presenter (11/8/22)
 Boly:Welch Panel Discussion: “Paid Leave Oregon,” Panelist (10/27/22)
 Barran Liebman Annual Seminar: “Keeping Speed with Oregon’s New Paid Leave Program: A Rolling Start for 2023 Changes,” Presenter (9/29/22)
 USI Insurance Services Seminar: “Oregon Paid Family & Medical Leave Program,” Presenter (8/24/22)
 Washington County Chamber of Commerce: “Oregon Paid Family & Medical Leave Program,” Presenter (7/13/22)
 Barran Liebman Annual Seminar: “Heading Down the Back Nine: Evolving COVID-19 Considerations,” Presenter (9/30/21)
 Webinar for Various Health Associations: “Oregon Health Authority: Healthcare Worker Vaccine Rule,” (9/16/21)
 Portland Human Resources Management Association (PHRMA) Legal Update: “Beyond the Pandemic: Workplace Considerations for Post-COVID Reopening,” Co-Presenter (6/24/21)
 Barran Liebman Webinar: “COVID-19 Now, Next, & Beyond: Ensuring Workplace Compliance Today & Preparing for Changes Tomorrow,” Presenter (4/13/21)
 Multnomah Bar Association Solo & Small Firm Workshop: “Employment Considerations for Hiring Contract Attorneys, Paralegals, Law Clerks, Interns, & Temporary Workers,” Presenter (12/3/19)
 Barran Liebman Annual Seminar: “Juggling Oregon’s New Paid Family & Medical Leave Law,” Presenter (10/10/19)
 Barran Liebman LLP Annual Seminar: “When an Employee Suffers a Cognitive Decline: Navigating the Forest of Leave, Accommodations & Exit Strategies,” Presenter (9/27/18)
 Yamhill County HR Association: “Leave Compliance in the Workplace: OFLA, FMLA, ADA & Other Leave”; “Managing Social Media in the Workplace,” Presenter (6/14/18)
 Barran Liebman Breakfast Seminar: “Beyond the Basics of Wage & Hour Law: Advanced Training for Employers,” Presenter (5/8/18)
 Mid-Willamette Valley SHRM Meeting: “Leave Compliance in the Workplace: OFLA, FMLA, ADA & Other Leave”; “Managing Social Media in the Workplace,” Presenter (4/24/18)
 Barran Liebman Internal CLE: “Keys to a Custom & Complete Employee Handbook,” Co-Presenter (4/10/18)
 Oregon Workers Compensation Association (OWCA) 2018 Winter Conference: “Sick Leave Update & Navigating Workers’ Compensation Leave,” (1/23/18)

Representative Presentations (continued)

- Oregon Prosperity Project 2017 Leadership Summit: “Allow Employers Flexibility to Manage Employees and Benefits So They Can Maintain a Productive and Safe Workforce,” Moderator (12/4/17)
- Barran Liebman Annual Seminar: “Wrangling Sick Leave,” Presenter (10/5/17)
- 2017 WCCA Spring Seminar: “Navigating the Intersection of OFLA, FMLA, and the ADA with Workers’ Compensation Claims,” Presenter (4/11/17)
- 2017 Oregon CUPA-HR Spring Conference: “Navigating Leave as an Accommodation,” Presenter (3/31/2017)
- Northwest Regional Primary Care Association Critical Skills for First Time Supervisors and Managers Training: “Legal Aspects of Managing Employees,” Presenter (3/22/17)
- Oregon State Bar CLE – Mediation: Practice and Polish: “Closing the Deal,” Panelist (10/11/16)
- Barran Liebman Annual Seminar: “Caution! Disabled Vehicle Ahead: Navigating Leave as an Accommodation,” Presenter (10/6/16)
- American Payroll Association Heart of Oregon Chapter Meeting: “Employer Appreciation - Your ROI in Your Company's Payroll Practitioners - Penalties and How to Avoid Them,” Presenter (7/14/16)
- OLI Annual Employment Law Update: “Out of Office: Oregon Sick Leave,” Presenter (5/10/16)
- PPI Association & Barran Liebman LLP CEO Breakfast: “Legal Hot Topics of 2016,” Presenter (5/4/16)
- Lewis and Clark Law School - Employment Law II: “OFLA, FMLA, and Sick Leave,” Guest Lecturer, (4/4/16)
- Portland Metro Payroll Association Meeting: “Legislative Update: Minimum Wage, Paystubs, Wage Theft, and More,” Presenter (3/15/16)
- Barran Liebman Breakfast Seminar: “Don’t Get Left Behind, Spring Forward with Essential OFLA/FMLA Tips & Tricks,” Presenter (3/8/16)
- Associated Oregon Loggers Annual Conference: “Oregon Statewide Sick Leave,” Presenter (1/15/16)
- Southern Oregon Employment Law Seminar: “Oregon Statewide Sick Leave,” Presenter (12/1/15)
- OSB Labor & Employment Section’s Boot Camp: “Legal Ethics,” Presenter (11/5/15)
- National Payroll Association Oregon Chapter: “2015 Legislative Update,” Presenter (10/16/15)
- Barran Liebman LLP Annual Seminar: “The Villains of Workers’ Compensation & How to Fight Them,” Presenter (9/24/15)
- AGC Oregon Columbia Chapter Summer Convention: “Oregon Paid Sick Leave,” Presenter (8/7/15)
- Central Oregon Community College: “Title IX Update,” Presenter (7/9/15)
- Barran Liebman Seminar: “Oregon Paid Sick Time,” Presenter (7/7/15)
- Oregon Law Institute: “Portland, Eugene, and Oregon State Paid Sick Leave,” Presenter (5/15/15)
- Oregon State Bar Fall Employment Law CLE Series: “Ethical Issues in Employment Practice,” Presenter, (12/2/14)
- Oregon/Council of School Attorneys Workshop: “What’s ‘Reasonable’ Under the ADA?,” Presenter (11/14/14)
- AOI Policy Forum & Legislative Reception: “Employment Issues Panel,” Presenter (11/12/14)
- Barran Liebman LLP Annual Seminar: “Sweet Child O’ Mine: Employment Issues Born from Pregnancy,” Presenter (9/25/14)
- OLI Annual Employment Law Update: “PDRx: Portland Sick Leave Dosage & Use,” Presenter (5/30/14)
- Northwest Human Resource Management Association’s 2014 Oregon HR Academy: “HR and Legal Update,” Presenter (4/29/14)

Representative Presentations (continued)

- National Electrical Contractors Association Oregon-Columbia Chapter Lunch & Learn: “Portland Sick Leave,” Presenter (1/7/14)
- BOLI’s 29th Annual Employment Law Conference: “Portland Sick Leave,” Presenter (12/5/13)
- Barran Liebman Seminar: “Portland Sick Leave Q&A Workshop,” Presenter (11/2013)
- Oregon Workers Compensation Division Educational Conference: “Untangling the Legal Web of Workers Compensation Leave, OFLA, FMLA and the ADA,” Presenter (11/2013)
- Xenium HR Seminar: “Portland Paid Sick Leave,” Presenter (11/2013)
- The Seminar Group’s 5th Annual Labor & Employment Law Conference: “Small Business and Start-Up Labor & Employment Issues,” Presenter (10/2013)
- Barran Liebman’s 1st Annual Latino Employment Law Seminar: “Hiring & Firing: Essentials and Pitfalls,” Presenter (10/2013)
- Barran Liebman LLP Annual Seminar: “Are You Ready for Portland’s Mandatory Sick Leave?,” Presenter (9/2013)
- Barran Liebman and Trupp HR Breakfast Seminar: “Leadership & Engaging Employees in Top Performance,” Presenter (9/2013)
- Barran Liebman and Trupp HR Breakfast Seminar: “Recruiting & On-Boarding Top Talent,” Presenter (8/2013)
- AGC Columbia-Willamette Chapter Summer Convention: “Top Ten Reasons Employers Get Swept Under the Current,” Presenter (8/2013)
- NHRMA Oregon Human Resources Academy: “HR and Employment Law,” Presenter (3/2013)
- Governor’s Occupational Health and Safety Conference: “Drug Testing in the Workplace,” (3/2013)
- Barran Liebman LLP Breakfast Seminar: “Conducting Your Own HR Audit: Compliance, Checklists, Best Practices & More,” Presenter (3/2013)
- The Seminar Group’s Small Business Employment Law Issues Seminar. Hiring: “The Basics, The Necessary, and The Crucial,” Presenter (2/2013) The Seminar Group’s Fourth Annual Labor & Employment Seminar: “Small Business and Start-Up Labor & Employment Issues,” Presenter (11/2012)
- Barran Liebman LLP Annual Employment, Labor & Benefits Law Seminar: “Top 10 FMLA Mistakes Employers Still Make (& How to Stop Making Them),” Presenter (9/2012)
- HR.com* Webinar: “Bullying in the Workplace,” Presenter (7/2012)
- Northwest Human Resource Management Association HR Foundations Conference: “HR & Employment Law,” Presenter (4/2012)
- Barran Liebman LLP Breakfast Seminar: “Navigating Employment Laws for Veterans & Service Members,” Presenter (1/2012)
- Portland State University: “Domestic Violence and the Law,” Presenter (10/2011)
- Barran Liebman LLP Annual Employment and Labor Law Seminar: “Domestic Violence and the Workplace,” Presenter (9/2011)
- Portland State University Professional Development Center: “Employee & Labor Relations Course,” Presenter (5/2011)
- Labor & Employment Relations Association (LERA) Annual Conference: “Social Media in the Workplace,” Presenter (3/2011)
- Barran Liebman LLP Breakfast Seminar: “Regulating Employees’ Off-Duty Conduct: Where to Draw the Line?,” Presenter (3/2011)
- Special Districts Association’s 2010 Conference: “Drug Use in the Workplace,” Presenter (2/2010)
- International SOS: “Pandemic Flu Information Webinar,” Presenter (12/2009)

Representative Presentations (continued)

- Northwest Human Resource Management Association (NHRMA) Conference: “Planning for Flu Season,” Presenter (9/2009)
- The Seminar Group: “Drug Use in the Workplace,” Presenter (9/2009)
- Sterling Education Service: “Privacy in the Workplace & Conducting Internal Investigations and Employment Law Developments,” Presenter (4/2009)
- Barran Liebman Roundtable: “Chasing Away the Joint Employer Blues,” Presenter (2/2009)

Representative Publications

- “EEOC Issues Final Rule Implementing the Pregnant Workers Fairness Act,” Barran Liebman Electronic Alert, May 3, 2024
- “Oregon Family Leave Act is Changing: Prepare Now for Updates,” *Daily Journal of Commerce*, April 25, 2024
- “U.S. Supreme Court Holds That a Lateral Transfer May Be Discrimination Under Title VII,” Barran Liebman Electronic Alert, April 17, 2024
- “Important Updates to OFLA & Oregon Sick Time Rules,” Barran Liebman Electronic Alert, March 11, 2024
- “Big Changes to OFLA & Paid Leave Oregon Are Coming (Again),” Barran Liebman Electronic Alert, February 28, 2024
- “Remember to Storm-Proof Your Inclement Weather Policy,” Barran Liebman Electronic Alert,” February 7, 2024
- “Common Q&A Over OFLA & Paid Leave Oregon,” *Oregon Business Report*, September 11, 2023
- “Common Questions Answered Regarding OFLA & Paid Leave Oregon,” *Oregon Business*, September 8, 2023
- “Common Questions Answered Regarding OFLA & Paid Leave Oregon,” Barran Liebman Electronic Alert, September 6, 2023
- “How a New Oregon Law Affects an Existing One that Covers Sick Time,” *Daily Journal of Commerce*, August 1, 2023
- “Paid Leave Oregon: It’s a Go! What You Need to Know About Legislative Amendments & Key Policy Updates to Implement Before Employees Start Applying for Benefits on August 14,” Barran Liebman Electronic Alert, July 31, 2023
- “What’s New with the Form I-9: An Updated Form, E-Verify & Reverification Requirements,” Barran Liebman Electronic Alert, July 27, 2023
- “Alignment of Paid Oregon with the Oregon Family Leave Act,” Barran Liebman Electronic Alert, May 31, 2023
- “Updated Notice for Employers Conducting Background Checks,” *Oregon Business Report*, April 6, 2023
- “Updated ‘Summary of Rights’ Notice Required for Employers Conducting Background Checks,” Barran Liebman Electronic Alert, April 5, 2023
- “Paid Leave Oregon: Are You Ready for Q2?,” *Oregon Business Report*, March 20, 2023
- “Paid Leave Oregon: Are You Ready for Q2?,” Barran Liebman Electronic Alert, March 17, 2023
- “OED Finalizes Paid Leave Oregon Rules Regarding Benefits,” Barran Liebman Electronic Alert, November 8, 2022
- “Oregon & Washington Release Joint Letter Regarding Paid Leave Contributions,” Barran Liebman Electronic Alert, October 13, 2022
- “Oregon Employment Department Finalizes Paid Leave Oregon Rules Regarding Contributions,” Barran Liebman Electronic Alert, October 7, 2022

Representative Publications (continued)

- “Paid Leave Oregon Poster Now Available: What Every Employer Needs to Do Now,” Barran Liebman Electronic Alert, September 27, 2022
- “Employer Updates on Work COVID Testing,” *Oregon Business Report*, July 26, 2022
- “EEOC Updates its Guidance Regarding COVID-19 Testing,” Barran Liebman Electronic Alert, July 14, 2022
- “Oregon Extends Pay Equity Exceptions,” *Cascade Business News*, April 20, 2022
- Featured in the Oregon State Bar *Bulletin*: “A Hybrid Work World: Legal Considerations for Firms Continuing Long-Term At-Home Work,” March 2022
- “SB 1514 Extends Pay Equity Exceptions,” Barran Liebman Electronic Alert, March 1, 2022
- “Current Status of Federal & State Vaccine Rules for Healthcare Employers,” Barran Liebman Electronic Alert, February 1, 2022
- “How Employers Should Handle Vaccine Mandates Tied Up in Court,” *Oregon Business Report*, December 14, 2021
- “How Employers Should Approach the Federal Vaccine Mandates that are Held Up in Courts,” Barran Liebman Electronic Alert, December 8, 2021
- “Best Practices for Inquiring about Vaccination Status During the Hiring Process,” *Cascade Business News*, October 20, 2021
- “Deadline for Federal Contractors to be Vaccinated Set for December 8,” Barran Liebman Electronic Alert, September 27, 2021
- “Oregon OSHA Updates its COVID-19 Rule to Include Medical Relief Benefits for Healthcare Workers,” Barran Liebman Electronic Alert, September 16, 2021
- “What Biden’s New COVID Labor Rules Mean for Employers,” *Oregon Business Report*, September 14, 2021
- “Federal Executive Order Requires Private Business with 100 or More Employees to Mandate Vaccines or Weekly Testing Before Their Employees Can Report to Work,” Barran Liebman Electronic Alert, September 13, 2021
- “New Oregon Outdoor Mask Mandate Takes Effect Friday,” Barran Liebman Electronic Alert, August 24, 2021
- “FDA Approves Pfizer COVID-19 Vaccine Triggering October 18, 2021 Deadline for Certain Oregon Employees to Be Vaccinated,” Barran Liebman Electronic Alert, August 23, 2021
- “Masks Mandate Part 2: OHA Issues Temporary Rule on Statewide Mask Mandate,” Barran Liebman Electronic Alert, August 12, 2021
- “Masks Mandated Again Beginning August 13 in All Public Indoor Settings in Oregon,” Barran Liebman Electronic Alert, August 12, 2021
- “New Workplace Disability – Long COVID,” *Oregon Business Report*, August 5, 2021
- “New Rules Requiring Vaccination (or Frequent Testing) for Oregon Health Care Personnel,” Barran Liebman Electronic Alert, August 6, 2021
- “Oregon OSHA Issues Temporary Rules for Wildfire Smoke,” Barran Liebman Electronic Alert, August 5, 2021
- “New Workplace Disability – ‘Long COVID,’” Barran Liebman Electronic Alert, August 2, 2021
- “BOLI Issues Temporary Rule Regarding Use of Sick Time Due to Evacuations, Air Quality, & Extreme Heat,” Barran Liebman Electronic Alert, July 26, 2021
- “2021 Oregon Legislative Session General Overview,” Barran Liebman Electronic Alert, July 1, 2021
- “Saying Goodbye to Masks & Physical Distancing as Oregon Approaches Statewide Reopening,” Barran Liebman Electronic Alert, June 28, 2021

Representative Publications (continued)

- “Clarifications Concerning the CDC’s Current Mask Guidance,” *Daily Journal of Commerce*, May 28, 2021
- “Here’s What You Need to Know About OHA’s Updated Guidance Regarding Vaccinated Individuals,” Barran Liebman Electronic Alert, May 19, 2021
- “Just In: Oregon OSHA Releases Permanent Rule Addressing COVID-19 in All Oregon Workplaces,” Barran Liebman Electronic Alert, May 4, 2021
- “Not So Fast: Office Workers in Newly-Announced “Extreme Risk” Counties Must Continue Teleworking,” Barran Liebman Electronic Alert, April 27, 2021
- “This Is Just In! - FFCRA Leave To Be Voluntary in 2021,” Barran Liebman Electronic Alert, December 22, 2020
- “EEOC Issues Guidance on COVID-19 Vaccinations,” Barran Liebman Electronic Alert, December 17, 2020 This Is Just In! - FFCRA Leave To Be Voluntary in 2021
- “Reshaping HR During a Pandemic: Now, Next & Beyond,” *Association of Corporate Counsel Newsletter*, November 16, 2020
- “CDC Revises Definition of ‘Close Contact’ for COVID-19 Exposure,” Barran Liebman Electronic Alert, October 27, 2020
- “Oregon’s COVID-19 Temporary Paid Leave Program is Now Available for Eligible Employees,” Barran Liebman Electronic Alert, September 17, 2020
- “It’s Time to Prepare for Employees Juggling Online School and Work Again,” Barran Liebman Electronic Alert, August 11, 2020
- “Enforcing OHA’s Face Mask Requirements,” *Oregon Business Report*, July 22, 2020
- “U.S. DOL Issues New FMLA Forms & Seeks Comments for FMLA Rule Changes,” Barran Liebman Electronic Alert, July 17, 2020
- “Time to Review Your Temporary Work-From-Home Policies & Agreements,” Barran Liebman Electronic Alert, July 15, 2020
- “New Oregon Employment Department Informational Website,” Barran Liebman Electronic Alert, July 13, 2020
- “U.S. Supreme Court’s Protection of Religious Rights,” Barran Liebman Electronic Alert, July 8, 2020
- “Enforcing OHA’s Face Mask Requirements,” Barran Liebman Electronic Alert, July 6, 2020
- “School is Out, but Child Care Issues Remain: Navigating FFCRA & OFLA Child Care Leave Requests During Summer Break,” Barran Liebman Electronic Alert, July 1, 2020
- “Upcoming Fall Deadline: New Harassment & Discrimination Policy Requirements,” Barran Liebman Electronic Alert, June 29, 2020
- “Business Deadline on Pregnancy Notices,” *Oregon Business Report*, June 28, 2020
- “Deadline to Distribute Oregon Pregnancy Accommodation Notice is Quickly Approaching,” Barran Liebman Electronic Alert, June 25, 2020
- “Business Guide to OHA’s Updated Face Mask Rules,” *Oregon Business Report*, June 23, 2020
- “What Oregon Businesses Need to Know About OHA’s Updated Face Mask Requirements,” Barran Liebman Electronic Alert, June 22, 2020
- “New Temporary Exemptions From Maximum Working Hour Requirements,” Barran Liebman Electronic Alert, April 7, 2020
- “Expanded DOL Guidance on New Paid Leave Laws,” Barran Liebman Electronic Alert, March 28, 2020
- “Can Employers Take Temperature Checks?,” *Oregon Business Report*, March 25, 2020

Representative Publications (continued)

- “Equal Employment Opportunity Commission (EEOC) Issues Updated Guidance Permitting Employee Body Temperature Checks,” Barran Liebman Electronic Alert, March 20, 2020
- “Oregon Sick Time, School Closures, & Quarantined Employees,” Barran Liebman Electronic Alert, March 13, 2020
- “Guidance for Employers Regarding the Coronavirus Outbreak,” *Daily Journal of Commerce*, February 28, 2020
- “The Advantages of Nanny Agreements,” *PDX Parent*, Co-Author, August 4, 2019
- “Oregon Legislative Update,” Barran Liebman Electronic Alert, July 16, 2019
- “Big Changes for Oregon Discrimination Claims,” Barran Liebman Electronic Alert, June 6, 2019
- “It’s Twins!: Two Oregon Laws Provide New Protections for Pregnant & Nursing Mothers,” Barran Liebman Electronic Alert, June 5, 2019
- “U.S. Supreme Court Narrows Avenues for Resolving Employment Disputes Through Class Arbitration,” Barran Liebman Electronic Alert, April 26, 2019
- “How to Legally Address Misuse of State & Federal Leave Laws,” *Daily Journal of Commerce*, February 22, 2019
- “Oregon Sick Time Updates,” *Cascade Business News*, October 18, 2017
- “Does Hurricane Harvey Trigger Family Medical Leave Laws?,” *Legal and Compliance Excellence Essentials*, October Issue 2017
- “Does Hurricane Harvey Trigger Family Medical Leave Laws?,” Barran Liebman Electronic Alert, August 29, 2017
- “Pay Equity Law Will Impact Oregon Workplaces,” *Daily Journal of Commerce*, June 22, 2017
- “Daily and Weekly Overtime in Oregon Changes Again for Workers in Mills, Factories, and Manufacturing Establishments,” Barran Liebman Electronic Alert, March 10, 2017
- “New OSHA Rules Changes Workplace Injury & Illness Reporting,” *Cascade Business News*, December 21, 2016
- “OSHA Now Enforcing Rule Tracking Workplace Injuries and Illnesses,” Barran Liebman Electronic Alert, December 2, 2016
- “Overtime Rule Put on Hold: What’s Next?,” *HR.com*, November 24, 2016
- “OSHA Delays Enforcement of Rule Tracking Workplace Injuries and Illnesses,” Barran Liebman Electronic Alert, October 28, 2016
- “BOLI Issues New Draft Rule on Paid Sick Time,” Barran Liebman Electronic Alert, September 12, 2016
- “Making a Difference in Your Community,” *Multnomah Lawyer*, July/August 2016
- “Changes Are A Comin’: July 1 Brings Portland’s Ban the Box and Oregon’s Increased Minimum Wage,” Barran Liebman Electronic Alert, June 30, 2016
- “BOLI Issues Final Rule on Oregon’s New Minimum Wage Law,” Barran Liebman Electronic Alert, June 17, 2016
- “New Overtime Requirements: Department of Labor Announces Final Rule,” Barran Liebman Electronic Alert, May 18, 2016
- “Mandatory Sick Time Is Here,” *Cascade Business News*, January 20, 2016
- “Final Oregon Sick Time Rules, Poster and Template Notices Released,” Barran Liebman Electronic Alert, December 9, 2015
- “Mandatory Sick Time Is Almost Here,” *Daily Journal of Commerce*, November 30, 2015
- Featured in “CourtCare Protects Kids During Legal Battles,” *The Outlook Online*, June 30, 2015
- “Mandatory Sick Time for All of Oregon,” Barran Liebman Electronic Alert, Co-Author, June 17, 2015; Republished by *Mondaq*, June 29, 2015

Representative Publications (continued)

Quoted in “Oregon Paid Sick Leave Law Enacted,” *XpertHR*, June 25, 2015

“New Oregon Law Protects Employee Wage Discussions,” Barran Liebman Electronic Alert, June 11, 2015

Profiled in “Marketing Success: How Did She Do That? Women Lawyers Show You How to Move Beyond Tips to Implementation,” Technology & the Law Chapter, Published by ABA Law Practice Division, Women Rainmakers, June 2015

Featured in “Oregon Employers Brace For Minimum Wage Hike, Health Care Mandate, Legalized Marijuana, Paid Sick Leave,” *The Oregonian*, December 24, 2014

“Protected Sick Leave Movement: Eugene’s Sick Leave Ordinance,” *Legal & Compliance Excellence Essentials*, October 2014

“Family Medical Leave & Joint Employment: Don’t Trip Over Agency Interpretations,” *Cascade Business News*, July 16, 2014

“CourtCare’s 11th Annual Fundraising Campaign,” *Multnomah Lawyer*, May 2014

“Private Contractors Are Subject to SOX Retaliation Claims,” Barran Liebman Electronic Alert, March 4, 2014

“Oregon Legislature Passes Fire Supervisor Bill,” Barran Liebman Electronic Alert, February 26, 2014

“New Portland Protected Sick Time Website,” Barran Liebman Electronic Alert, December 9, 2013

“Portland Protected Sick Time Poster Available,” Barran Liebman Electronic Alert, December 3, 2013

Quoted in “Final Sick Leave Rules Have Employers Scrambling,” *Daily Journal of Commerce*, November 12, 2013

“Final Rules Published for Portland’s Sick Leave Ordinance,” Barran Liebman Electronic Alert, November 4, 2013

“Oregon Employer Alert: Barran Liebman Offers Insights on Recent Legal Developments,” *XpertHR.com*, Contributor, September 23, 2013

“Use ‘em (Individuals with Disabilities and Veterans) or Lose ‘em (Federal Contractors): New Rules Will Require Federal Contractors to Set ‘Utilization Goals’ and ‘Benchmarks’ for Hiring Disabled Workers and Veterans,” Barran Liebman Electronic Alert, August 29, 2013

Quoted in “Portland’s City Attorney’s Office Releases Proposed Sick Leave Rules for Comment,” *XpertHR.com*, August 19, 2013

“DOL Guidance Clarifies FMLA Rights for Same-Sex Couples,” Barran Liebman Electronic Alert, August 16, 2013

“Portland Publishes Sick Leave Administrative Rules,” Barran Liebman Electronic Alert, August 16, 2013

“New Law Adds Bereavement Leave to OFLA,” American Chamber of Commerce Resources HR Update, July 30, 2013

“Scrutinize That Internship Program,” *Daily Journal of Commerce*, June 28, 2013

“Oregon Employers May Soon Require Direct Deposit,” Barran Liebman Electronic Alert, June 19, 2013

“CourtCare’s 10th Annual Fundraising Campaign: April 15-May 3,” *Multnomah Lawyer*, April 2013

“Reviewing Your Employee Handbook and Work Rules: Bringing ‘At-Will’ Policies and Restrictions on Non-Work Discussions into Line with the NLRB,” Barran Liebman Electronic Alert, November 6, 2012

Featured in “What New Law, Ruling or Regulation is Opening the Door to Litigation?,” *Portland Business Journal*, September 21, 2012

“Other Leaves: Oregon,” *XpertHR.com*, July 2012

“USERRA: Oregon,” *XpertHR.com*, July 2012

Representative Publications (continued)

- “NLRB Launches Webpage to Educate Employees About Protected Concerted Activity,” Barran Liebman Electronic Alert, June 21, 2012
- “Recent Decisions,” *Oregon Civil Rights Newsletter* for the Oregon State Bar, June 2012
- “CourtCare’s 9th Annual Fundraising Campaign: April 30th – May 18th,” *Multnomah Lawyer*, May 2012
- “Managing Attendance Problems within the ADA Just Got a Little Easier,” Barran Liebman Electronic Alert, April 12, 2012
- “Recent Decisions,” *Oregon Civil Rights Newsletter* for the Oregon State Bar, March 2012
- “A Guide to Veterans’ Employment Rights,” *Daily Journal of Commerce*, November 23, 2011
- “Veterans’ Employment Rights Returning from Service,” Barran Liebman Electronic Alert, November 7, 2011
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