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**ANDREW M. SCHPAK**

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Andrew Schpak is the Co-Managing Partner at Barran Liebman and has been exclusively representing management in employment litigation, providing advice in employment matters, and performing independent investigations for over nineteen years. He works with prominent Oregon companies, government entities, and non-profits, navigating complex employment laws and crafting strategies and solutions for their success. Andrew drafts and updates workplace policies and employee handbooks, provides workplace training, and advises clients on employment issues when they arise. He also drafts, reviews, and negotiates employment, partnership, and independent contractor agreements, as well as confidentiality, non-solicitation, and non-competition agreements. Andrew spends the majority of his time representing clients in state and federal court proceedings and before state and federal administrative agencies.

Actively involved with the American Bar Association (ABA), Andrew serves on the Standing Committee on Scope and Correlation of Work (SCOPE) and the Standing Committee on Audit. He is also a member of the Council of the ABA Fund for Justice and Education and the Judicial Lawyers Conference Executive Committee. He serves as a Delegate-at-Large to the ABA House of Delegates.

Outside of ABA involvement, Andrew currently serves as a Board Member of the Portland Metro Chamber and is a graduate of Leadership Portland and a Past Chair of the Leadership Portland Alumni Association. He is also a Life Fellow of the American Bar Foundation and Chair of the Oregon Chapter of the Fellows. Andrew previously served as a member of the ABA Board of Governors, President of the Multnomah Bar Association (MBA), and led both the ABA Young Lawyers Division (YLD) and the MBA Young Lawyers Section. Having supported the Campaign for Equal Justice ever since he started practicing law, he now serves as Treasurer of its Board of Directors, as Chair of its Finance Committee, and as Co-Chair to the Large Firm Partners Committee. He is listed as an “Up & Coming Attorney” by *Chambers & Partners USA*, was first listed in the Oregon *Super Lawyers Magazine* as a Rising Star in 2009, and has been listed as a Super Lawyer since 2013. He was honored by the *Portland Business Journal's* “Forty Under 40” as a leading executive and by the Multnomah Bar Association as a Mentor of the Year.

Andrew has a passion for helping those who are houseless and trying to find stability. As Chair of the ABA YLD, he developed and implemented “Project Street Youth: Young Lawyers Advocating for Homeless Youth,” which provided young lawyers across the country with the education and materials they needed to set up free legal aid clinics in their respective cities. Andrew now serves as Chair of the Board of Transition Projects, Inc., which provides an outlet for him to help people transition from homelessness to housing. He also serves as a member of the Board’s Executive, Governance, and Development Committees.

Andrew graduated from Reed College and received his J.D. from Cornell Law School. He is admitted to practice in Oregon and Washington state and federal courts and is certified as a Senior Professional in Human Resources (SPHR) by the Human Resources Certification Institute (HRCI) and as a Senior Certified Professional (SCP) by the Society for Human Resources Management.

### **Representative Matters**

- Secured dismissal with prejudice of complex employment lawsuit in federal court against nonprofit employer.
- Secured a directed verdict at trial defending a publishing company against a lawsuit alleging breach of contract, discrimination, and intentional infliction of emotional distress.
- Successfully defended a defense verdict against claims of intentional infliction of emotional distress that were on appeal by plaintiff in the Oregon Court of Appeals.
- Represented a large company in their acquisition of a local company with respect to drafting and negotiating non-competition, non-solicitation, and non-disclosure agreements for the new employees.
- Performed a thorough audit of pay practices and paychecks affecting over 500 employees in three different states to ensure compliance with wage and hour laws, identified where backpay was owed, and provided advice on proposed changes to compensation structures and pay practices.
- Conducts regular trainings to educate new and continuing employees and supervisors on diversity, discrimination, harassment and retaliation in the workplace, helping their employers avoid countless issues and claims.
- Represented a mid-sized company and defended its classification of certain workers as independent contractors before the Oregon Employment Department.
- Developed, implemented, and oversaw the complete restructuring of all employee and independent contractor agreements and related confidentiality, non-solicitation, and non-competition contracts for a major advertising agency.

### **Areas of Practice**

- Class Actions
- Contract Administration
- Compliance Advice
- Directors & Officers Coverage
- Employers in Healthcare
- Employment Law Advice & Litigation
- On-Site Employment Law Training
- Pay Equity
- Reductions in Force
- Social Media
- Successorship & Acquisitions
- Trade Secrets & Non-Competition Agreements
- Title IX Compliance Advice and Training
- Wage & Hour
- Workplace Investigations

### **Honors**

- American Bar Foundation: 2023 Outstanding State Chair (2023)

**Honors (continued)**

*Chambers & Partners USA*: “Up & Coming Attorney” (2022-present)

*The Best Lawyers in America*: Listed as a Labor & Employment Litigation Attorney (2021)

Litigation Counsel of America: Fellow (2020-present)

*Oregon Super Lawyers Magazine*: Super Lawyer (2013-present); Rising Star (2009-2012)

*Portland Business Journal*: “Forty under 40” Leading Executives (2015)

Oregon New Lawyer Division: Member Services Award (2015)

Multnomah Bar Association: Award of Merit (2013)

Oregon State Bar: President’s Membership Service Award (2012)

American Bar Association Young Lawyers Division: “Star of the Year” Award (2010- 2011, 2011-2012); “Star of the Quarter” Award (2009)

*Daily Journal of Commerce*: “Up and Coming Lawyer” Finalist (2011)

Multnomah Bar Association Young Lawyers Section: Award of Merit (2006)

**Professional Experience & Affiliations**

National Association of College & University Attorneys (NACUA): Member (2023-present)

American Bar Association Board of Governors: Member (2020-2023); Executive Committee (2021-2023); Finance Committee: Chair (2021-2023), Member (2020-2023); Governance Committee, Member (2020-2021); Liaison to the Standing Committee on Membership (2020-2023); Liaison to the Standing Committee on Bar Activities and Service (2020-2023)

American Bar Association: Standing Committee on Audit, Member (2023-present)

American Bar Association Fund for Justice & Education, Member (2023-present)

American Counsel Association Board of Directors: President-Elect (2023-present); Secretary/Treasurer (2021-2023); Member (2019-present)

American Bar Association House of Delegates: At-Large Delegate (2018-2020; 2023-present); Select Committee, Reporter (2018-2020); American Bar Association Young Lawyers Division Delegate (2015-2018); Oregon State Bar Young Lawyer Delegate (2014-2015); Multnomah Bar Association Delegate (2010-2014); Member (2010-present)

American Bar Association Judicial Division Lawyers Conference: Secretary (2018-2019; 2023-present); Vice-Chair (2019-2020); Membership Committee Chair (2019-2020); Executive Committee, Member (2017-2020; 2023-present); Public Outreach, Education, and Service Committee, Co-Chair (2017-2019); Court Funding Committee, Co-Chair (2016-2017); Perspectives of Young Lawyers on the Judiciary Committee, Co-Chair (2016-2017)

American Bar Association Standing Committee on Meetings and Travel, Member (2015-2018)

American Bar Foundation: Oregon Chapter of the Fellows, Chair (2020-present); Co-Chair (2017-2020); Institutional Relations, Chair (2016-2020); Board of Directors, Member (2015-2020); Life Fellow (2013-present)

American Bar Association Law Practice Division: Client Development & Marketing Committee, Member (2023-present); Lawyer Leadership & Management Committee, Member (2023-present); Professional Development Committee, Member (2023-present); Member Development Committee, Vice-Chair for Member Engagement (2019-2020); Council Member (2018-2020); Co-Chair (2018-2019); Vice-Chair (2016-2018); Attorney Well-Being Committee, Member (2015-2018); LP Fellow (2015-2016)

Multnomah Bar Association: Large Law Firm Managing Partners Roundtable, Chair (2019-present); Immediate Past President (2018-2019); President (2017-2018); President-Elect (2016-2017); Treasurer (2016-2017); Finance & Operations Committee, Chair (2016-2017), Member (2015-

**Professional Experience & Affiliations (continued)**

2019); Executive Committee, Member (2016-2019); CLE Committee, Board Liaison (2016-2017); Board of Directors, Member (2008-2009; 2014-present); Judicial Screening Committee, Board Liaison (2014-2015); Membership Committee, Member (2009-2010); Wintersmash Committee, Chair (2006-2007), Member (2005-2007)

**Civic Activities**

Transition Projects, Inc. Board of Directors: Chair (2023-present); Co-Chair (2021-2023); Member (2018-present); Development Committee: Chair (2020-present); Member (2019-present); Executive Committee Member (2020-present)

Portland Metro Chamber: Board of Directors: Member (2018-present); Leadership Portland Alumni Association: Chair (2018-2020); Member (2017-present)

Cornell Law School Alumni Advisory Committee: Member (2015-present)

Hollywood Theatre Board of Directors: Chair (2013-2015); President (2007-2013); Member (2006-2015)

Reed College: Leadership Academy, Mentor (2013-present); Legal Network, Member (2018-present); Career Alliance, Member (2018-present)

Northwest Business for Culture and the Arts, Art of Leadership Program: Graduate (2006)

Campaign For Equal Justice: Board of Directors (2021-present); Treasurer (2022-present); Large Firm Partners Committee Co-Chair (2021-present); Finance Committee Chair (2021-present); Personnel Committee (2021-2022); Champion (2004-present); Advisory Committee (2011-present); Associates Committee, Co-Chair (2009-2012), Member (2007-2012)

**Representative Presentations**

Barran Liebman Webinar: “Navigating Hot Topics in Wage & Hour Law: Tip Pooling, Joint-Employer Status & Overtime,” Co-Presenter (3/20/24)

ABA Young Lawyers Division Mid-Year Meeting: “Calling All GOOD Guys: Maximizing the Extreme Financial & Intangible Benefits of Diversity, Equity, Inclusion, and Belonging,” Presenter (2/2/24)

ABA CLE: “Pitfalls & Best Practices for Making the Most of Hybrid & Virtual Work Arrangements,” Co-Presenter (1/24/24)

ABA Section of Labor & Employment Law Conference: “Exploring the Line Between Religious Expression & Political Ideology in the Workplace & Duty to Accommodate,” Panelist (11/9/23)

BOLI’s 29<sup>th</sup> Annual Employment Law Conference: “Making the Right Decisions on Worker Classifications: Independent Contractors v. Employees? Exempt v. Non-Exempt?” Presenter (11/3/23)

Barran Liebman Annual Seminar: “Workforce Scrambler: Pitfalls & Best Practices for Managing Remote & Hybrid Employees,” Presenter (9/28/23)

Portland Human Resource Management Association (PHRMA) Legal Update: “Best Practices for Protecting Your Confidential Information Through Agreements & Policies in the Onboarding & Offboarding Process,” Presenter (8/29/23)

Barran Liebman Webinar: “Making the Right Decisions on Worker Classifications: Independent Contractors v. Employees? Exempt v. Non-Exempt?” Presenter (8/1/23)

ABA Young Lawyers Division Webinar: “Litigating Ethically & With Class,” Co-Presenter (5/22/23)

Barran Liebman Annual Seminar: “Navigating On-ramps & Off-ramps: Best Practices for Employee Onboarding & Offboarding,” Presenter (9/29/22)

**Representative Presentations (continued)**

Bar Leadership Institute Workshop: “The Sustainability of Bar Organizations,” Panelist (3/17/22)

Portland Human Resource Management Association (PHRMA) Lunch & Learn: “Managing Remote Work, Maintaining Confidentiality, & Responding to Vaccine Mandates,” Presenter (11/17/21)

Oregon State Bar Leadership Institute: “National Bar Associations: How Do I Become Involved?,” Panelist (11/12/21)

Barran Liebman Annual Seminar: “Don’t Let Someone Walk Off with Your Golf Ball: Confidentiality, Non-Solicitation, & Non-Competition Strategies to Protect Your Assets,” Presenter (9/30/21)

Columbia Bank Nonprofit Symposium: “Emerging from a Global Pandemic: What Stays & What Changes?,” Panelist (9/22/21)

Oregon Fuels Association 2021 Annual Conference: “Employment Law Update: New Laws, Continuing Pandemic-Related Expectations, & Extreme Heat Rules,” Presenter (7/26/21)

Spill The Ink: “Managing Partner Series,” Podcast Presenter (4/1/21)

Barran Liebman Annual Seminar: “Tips From Spock: How Logic Should Inform Your Organization’s Response to COVID-19,” Presenter (10/22/20)

American Bar Association Section Officers Conference (SOC) Fall Leadership Meeting: “Timely Topics for Experienced Leaders: Virtual Meetings, Membership Development, & Diversity, Equity, and Inclusion Initiatives,” Moderator (9/23/20)

Oregon Fuels Association Webinar: “COVID-19 Employment Law Overview,” Presenter (9/21/20)

American Bar Association Lawyer Leadership Mastermind Program: “Best Practices for Planning a Safe and Effective Return to the Office,” Presenter (9/15/20)

Return to the Office Webinar: Portland Edition, Co-Presenter (7/15/20)

Barran Liebman Webinar: “Employment Law Guidance for Re-Opening & Re-Onboarding,” Presenter (5/19/20)

Associated General Contractors: “Navigating COVID-19 Webinar Series: Employment Considerations in the Era of COVID-19,” Presenter (5/1/20)

PDX HR Leadership Forum: “Employment Law Update,” Presenter (12/3/19)

Barran Liebman Annual Seminar: “How to Tame the Lion, Avoid Getting Eaten, & Minimize Scratches: Understanding Employer Threats Posed by Oregon’s Pay Equity Law,” Presenter (10/10/19)

NHRMA Conference & Tradeshow: “The #MeToo Movement’s Impact on Workplace Trainings & Employment Litigation,” Presenter (10/9/19)

Oregon CUPA-HR Spring Conference: “Oregon’s Pay Equity Law: Key Considerations to Help Your Company Understand its Obligations & Achieve Compliance,” Presenter & Keynote Speaker (3/8/19)

Oregon Health Care Association (OCHA): “Oregon’s Pay Equity Law: Key Considerations to Help Your Company Understand its Obligations & Achieve Compliance,” Presenter (3/7/19)

Rogue Valley SHRM: “Staying Ahead of the Curve: Effective Succession Planning for an Aging Workforce,” Presenter (2/20/19)

Barran Liebman Breakfast Seminar: “Advanced Pay Equity Strategies: Managing Compliance with 2019 Regulations,” Presenter (1/15/19)

Northwest Equal Employment Opportunity Affirmative Action Association (NWEEEO): “Pay Equity Roundtable,” Co-Presenter (11/29/18)

The Oregon Association of Legal Administrators (ALA) HR Section: “Pay Equity Roundtable,” Presenter (11/14/18)

**Representative Presentations (continued)**

- The Oregon Association of Defense Counsel Fall Seminar: “Litigation Impacts of the #MeToo Movement,” Presenter (11/2/18)
- Portland State University Human Resource Management Association (HRMA): “HR Horror Stories,” Presenter (10/29/18)
- Barran Liebman LLP Annual Seminar: “Hiking Contractor Ridge: Mapping Issues with Nonemployees in the Gig Economy,” Presenter (9/27/18)
- Barran Liebman Interactive Pay Equity Roundtable: “Oregon’s Equity Laws,” Co-Presenter (8/14/18)
- Barran Liebman Breakfast Seminar: “Staying Ahead of the Curve: Effective Succession Planning for an Aging Workforce,” Presenter (7/10/18)
- Technology Association of Oregon Meeting: “That’s Not How We Do Things Here,” Co-Presenter (5/23/18)
- Barran Liebman Internal CLE: “Keys to a Custom & Complete Employee Handbook,” Co-Presenter (4/10/18)
- American Bar Association Law Practice Division Webinar: “How to Use Discovery Mechanisms to Take Control of the Case,” Presenter (4/10/18)
- American Bar Association Law Practice Division: Programs & Strategies Webinar, Presenter (3/29/18)
- National Electrical Contractors Association (NECA) Meeting: “That’s Not How We Do Things Here,” Co-Presenter (3/28/18)
- Oregon CUPA HR Spring Conference: “Discipline & Termination Best Practices,” (3/16/18)
- MBA Employment Law Panel: “Washington Tips and Traps for the Oregon Attorney,” (2/14/18)
- ABA Midyear Meeting: “Fishing for Prospects – Ethical Limitations Can Create Muddy Waters,” (2/3/18)
- Barran Liebman LLP Annual Seminar: “The Right To Kick Up Your Boots: An Overview Of Meal, Rest, And Other Break Laws,” Presenter (10/5/17)
- Oregon People’s Utility District Association (OPUDA) 2017 Conference: “New Employment Laws Affecting Your District and Further Changes on the Horizon,” Presenter (9/28/17)
- Oregon Employer Council Seminar: “Employment Law Update,” Presenter (9/26/17)
- Oregon State Bar Opportunities for Law in Oregon: “Importance of Networking,” Presenter (8/4/17)
- Oregon Fuels Association 2017 Annual Conference: “Don’t Get Caught Burning The Midnight Oil Solving Preventable Workplace Matters: Employment Law Essentials for Every Workplace,” Presenter (7/24/17)
- Washington School Personnel Association (WSPA) 2017 Annual Conference - Achieving Balance: “Marijuana and the Law,” Presenter (2/26/17)
- Bloomberg BNA Webinar: “Top Human Resources & Payroll Compliance Issues to Watch in 2017,” Panelist (2/23/17)
- Oregon Beer & Wine Distributors Association (OBWDA) Meeting: “Update on Employment Law Changes,” Presenter (1/30/16)
- Barran Liebman LLP Breakfast Seminar: “The Post-Election Picture for Employers,” Presenter (12/6/16)
- AMA PDX November Luncheon: “Look Into Our Crystal Ball: 2017 Marketing Predictions,” Panelist (11/8/16)
- 2016 Southwest Washington SHRM Conference: “Examining the Contours of Volunteer, Intern and Independent Contractor Classifications,” Presenter (10/25/16)

**Representative Presentations (continued)**

- American Bar Association Young Lawyers Division 2016 Fall Conference: “Ethics and Interplay Between Judicial System and Media,” Presenter (10/21/16)
- Barran Liebman LLP Annual Seminar: “How to Tell Employees It’s Time to Hit the Road: Discipline and Termination Best Practices,” Presenter (10/8/16)
- Portland Business Journal* Thought Leader Forum: “Workplace Culture,” Panelist (5/3/16)
- American Bar Association Section of Labor and Employment Law's Ethics and Professional Responsibility Midwinter Meeting: “Surrendering Papers and Property to Former Clients,” Presenter (3/18/16)
- American Bar Association Section Officers Conference: “Preparing for Your Role as Chair: A Timeline of What Should Take Place,” Panelist (3/10/16)
- 2016 Oregon Health Care Association Spring Expo: “Legislative Update: What Do Oregon’s New Employment Laws Mean for You?,” Presenter (3/4/16)
- ABA Law Student Division 12<sup>th</sup> Circuit Spring Meeting: “Keynote Address,” Presenter (2/20/16)
- Wilsonville Chamber of Commerce South Metro Leadership Forum: “Navigating Marijuana & the Workplace,” Presenter (11/10/15)
- ABA 9<sup>th</sup> Annual Section of Labor & Employment Conference: “Displaying Professionalism When Clients Allege Wrongdoing and Malpractice,” Presenter (11/5/15)
- Oregon Employer Council Clackamas County: “Employment Law Essentials & 2015 Legal Update,” Presenter (11/3/15)
- ABA YLD Fall Conference: “ABA YLD Demystified: Understanding the YLD & What It Can Do For You,” Presenter (10/17/15)
- The Commerce Bank of Oregon: “Legal Updates Every Employer Needs to Know,” Presenter (9/30/15)
- Barran Liebman LLP Annual Seminar: “Coping With the Green Lantern: Recreational Marijuana in the Workplace,” Presenter (9/24/15)
- Senior Service Network of Salem: “Marijuana Laws for Health Care Facilities,” Presenter (9/23/15)
- Oregon Health Care Association Annual Convention: “In the Spotlight: Top Employment Law Issues Facing Today’s Health Care Providers,” Presenter (9/14/15)
- Oregon Society of CPAs: “What Matters for Not-For-Profits: Creating a Culture that Attracts, Retains and Motivates Great Employees,” Presenter (9/3/15)
- Excell Oregon: Budding Complications: Navigating Marijuana in the Workplace,” Presenter (8/12/15)
- American Bar Association Annual Meeting: “Better Leader, Better Lawyer, Better You: Your Guide to Going Beyond and Honing Your Craft,” Presenter (7/31/15)
- National Association of Women in Construction Salem Chapter: “Marijuana in the Workplace,” Presenter (5/20/15)
- Oregon Law Institute: “Marijuana and the Workplace,” Presenter (5/8/15)
- American Bar Association National Institute for New Partners: “Transitioning from Mentee to Supervisor: Partner Responsibilities under the Rules of Professional Conduct,” Presenter (4/17/15)
- American Bar Association Young Lawyers Division Four Corners Summit: “So You Think You Can Lead?,” Presenter (4/10/15)
- Willamette Valley Inn of Court: “Marijuana in the Workplace,” Presenter (3/19/15)
- Top Workplaces Panel Discussion hosted by *The Oregonian*: “How to Keep Employees Happy and Fulfilled,” Panelist (2/25/15)
- ABA Law Student Division 12<sup>th</sup> Circuit Spring Meeting: Keynote Address, Presenter (2/20/15)

**Representative Presentations (continued)**

- Eugene Public Radio: "Marijuana and the Workplace," Presenter (11/11/14)
- Oregon State Bar Professional Liability Fund CLE: "Learning the Ropes: Success Tips for New Associates," (10/5/14)
- Client Training: "Diversity & Discrimination," Presenter (10/3/14)
- Barran Liebman LLP Annual Seminar: "D.N.T.: Discipline 'N Terminate Like a Rock Star," Presenter (9/25/14)
- Oregon New Lawyers Division Practical Civil Litigation Training: "Motion Practice: When & Why to File," Presenter (9/20/14)
- ABA Section Officers Committee Fall Leadership Meeting: "Doing Well, Doing Good: Planning and Implementing Successful Public Service Initiatives," Presenter (9/11/14)
- Custom Client Training: "Diversity, Discrimination & Harassment," Presenter (8/28/14)
- National Conference of Bar Presidents: "Making Your Bar More Strategic: Ensuring Effective, Well-Prepared Bar Leaders," Presenter (8/8/14)
- Barran Liebman LLP Training: "Discovery," (5/17/14)
- Barran Liebman LLP Seminar: "Keys to a Custom & Complete Employee Handbook," (4/16/14)
- Multnomah Bar Association Young Lawyers Section: "Tips for Succeeding as a New Attorney," Presenter (2/25/14)
- American Bar Association 12th Circuit Meeting Law Student Division: "Litigation, Transaction, & Other: What Should I Do With My J.D.?", Attorney Panel Member (2/22/14)
- Clark College: "Employment Law Overview," Presenter (2/21/14)
- National Business Institute: "Is Your Employee Handbook Up to Date? Essential Components and Sample Policies for Today's Workplace," Presenter (11/20/13)
- Oregon Chapter CUPA-HR Fall Conference: "Examining the Contours of Volunteers, Intern and Independent Contractor Classifications," Presenter (11/15/13)
- Barran Liebman LLP's 1<sup>st</sup> Annual Latino Employment Law Seminar: "Employee Handbooks," Presenter (10/24/13)
- American Bar Association Young Lawyers Division Fall Conference: "Mind Your Own Business: Just Do It," (10/11/13)
- Barran Liebman LLP Annual Seminar: "Interns, Volunteers & Independent Contractors," Presenter (11/26/13)
- Cornell Law School: "Opportunities with Smaller Law Firms," Presenter (9/16/13)
- HR.com* Webinar: "Employee Handbooks," Presenter (5/22/13)
- Douglas County Society for Human Resource Management: "Avoiding Wrongful Discharge Claims and Legislative Update," Presenter (5/10/13)
- Multnomah Bar Association: "Professionalism Panel," Presenter (4/30/13)
- Lewis & Clark Law School: "Keys to a Custom & Complete Employee Handbook," Presenter (4/3/13)
- American Bar Association Webinar: "What I'd Wished I'd Known about My Job Search," Presenter (3/29/13)
- Western States Bar Conference: "Unplugged: Young Lawyers Talk About Their Path and How We Should Lead and Guide Them (And the Profession) To Success," Presenter (3/21/13)
- Northwest Public Power Association: "Employee Handbooks," Presenter (3/5/13)
- 2013 MBA Young Litigators Forum: "Discovery," Presenter (2/5/13)
- Reed College Working Weekend: "Law in a Time of Cholera," Panelist (2/2/13)
- ABA Young Lawyers Division Teleconference: "How Affiliates Can Assist Membership with Employment Prospects," Panelist (1/23/13)



**Representative Presentations (continued)**

- Northwest EEO November Seminar: “Transgender and Gender Identity Issues in the Workplace,” Panel Member (5/15/12)
- Barran Liebman LLP Annual Employment, Labor and Benefits Law Seminar: “House Rules: Employee Handbooks,” Presenter (9/27/12)
- ABA Young Lawyers Division 2012 Spring Conference: “Bridging the Gap between Junior and Senior Associates,” Panelist (5/4/12)
- ABA Young Lawyers Division: “How to Develop and Implement a Successful Mentoring Program,” Panelist, (4/4/12)
- Lewis & Clark Law School Clinical Internship Seminar: “Keys to a Custom and Complete Employee Handbook,” Guest Lecturer (3/7/12)
- Oregon State Bar Quality of Life Committee: “How to Work a Room,” Panel Member (10/5/11)
- Portland State University’s Employee and Labor Relations Class: “Substance Abuse, Drug Testing and Marijuana” and “Social Website Dangers,” Presenter (5/9/11)
- Oregon New Lawyers Division CLE: “The ADA: The Basics of Disability Law,” Presenter (4/5/11)
- NW EEO/Affirmative Action Association: “Conducting Effective and Bias-free Investigations,” Presenter (3/31/11)

**Representative Publications**

- “DOL Increases Salary Requirements for White-Collar & HCE Exemptions,” Barran Liebman Electronic Alert, April 23, 2024
- “Oregon Employers: Watch Out for Tip Pooling Rules,” Barran Liebman Electronic Alert, March 12, 2024
- “The U.S. Department of Labor Has Issued Its Final Rule, Changing the Independent Contractor Test (Again),” Barran Liebman Electronic Alert, January 12, 2024
- “Employer Skepticism Mounts as Line Blurs Between Faith, Politics,” Quoted by *Bloomberg Law*, November 22, 2023
- “Demystifying the Magic of Mushrooms in Oregon,” *Cascade Business News*, September 6, 2023
- “Washington Employers Should Think Twice Before Searching Employee Vehicles,” Barran Liebman Electronic Alert, June 27, 2023
- “FTC Proposes Ban on Non-Competes,” *Oregon Business Report*, January 30, 2023
- “FTC Proposes Ban on Non-Competes,” Barran Liebman Electronic Alert, January 6, 2023
- “The Independent Contractor Rule is Back to Haunt Us,” Barran Liebman Electronic Alert, October 11, 2022
- “OHA Recommends Masks Indoors Regardless of Vaccination,” *Oregon Business Report*, July 29, 2021
- “OHA Recommending Masks Indoors Regardless of Vaccination Status,” Barran Liebman Electronic Alert, July 28, 2021
- “December 21: Employee Information & Training Deadline,” Barran Liebman Electronic Alert, December 18, 2020
- “December 7: Exposure Risk Assessments & Infection Control Plans Must Be Completed,” Barran Liebman Electronic Alert, December 3, 2020
- “November 23: Building Operator Must Meet Additional COVID-19 Cleaning & Mask Signage Requirements,” Barran Liebman Electronic Alert, November 19, 2020
- “November 16: New Oregon OSHA Provisions & Poster Requirements Go into Effect,” Barran Liebman Electronic Alert, November 13, 2020
- “Oregon OSHA Releases New Temporary COVID-19 Rules Implicating Almost Every Oregon Employer,” Barran Liebman Electronic Alert, November 9, 2020

**Representative Publications (continued)**

Quoted in the *Portland Business Journal*: “How a Portland Law Firm Manages to Litigate in 2020,”  
September 4, 2020

“Reopening for Business: Best Practices for Workplace Success,” *Portland Business Journal*, May 12,  
2020

Quoted in “Washington State Decides to Require Phone Numbers to Get Into Restaurants – A Plan  
Oregon Abandoned,” *Willamette Week*, May 11, 2020

Featured in “Is it Legal for a Restaurant to Take Your Temperature? Oregon Lawyers Say, ‘Open  
Wide’,” *Willamette Week*, May 6, 2020

“Has Your Temporary Layoff Been Extended?,” *Oregon Business Report*, April 14, 2020

“Has Your Temporary Layoff Been Extended?,” Barran Liebman Electronic Alert, April 13, 2020

“Oregon Executive Order Shuts Down Specific Businesses & Tightens Social Distancing Measures  
for Others,” Barran Liebman Electronic Alert, March 23, 2020

“Rethinking Discrimination and Harassment Policies and Trainings,” *Daily Journal of Commerce*,  
December 27, 2019

“Oregon Legislature Passes Pay Equity ‘Fix’ Bill,” Barran Liebman Electronic Alert, July 24, 2019

“BOLI Releases Final Rules on Oregon Equal Pay Law,” Barran Liebman Electronic Alert, November  
20, 2018

“Oregon’s New Equal Pay Law: 6 Key Questions to Help Your Company Prepare,” Featured by  
*Portland Business Journal*, August 20, 2018

“The MBA’s Role in Your Professional Development,” *The Multnomah Lawyer*, November 2017

“A Look at the Post-Election Picture for Employers,” *Daily Journal of Commerce*, November 25, 2016

Featured in “Professionalism in the Modern Workplace,” *Oregon State Bar Bulletin*, November 2016

“The 2016 Election Season: Political Speech at Work,” Barran Liebman Electronic Alert, November  
4, 2016

“Finding Your Work/Life Balance,” *Law Practice Today*, June 14, 2016

Featured in “Thought Leader Forum: Workplace Culture,” *Portland Business Journal*, June 3, 2016

“Two New Laws Affecting Your Workplace,” *CareNotes- The Newsletter of the Oregon Health Care  
Association*, January 25, 2016

“Three Laws Affecting Employers in 2016,” *Daily Journal of Commerce*, December 24, 2015

“Becoming Indispensable,” *TYL- A Publication of the American Bar Association’s Young Lawyers  
Division*, August 2015

“De-Mystifying the Impact of Measure 91,” *ACC Oregon Chapter Newsletter*, December 2014

“Thoughts on Becoming a Partner,” *Law Practice Today*, December 12, 2014

Featured in “Marijuana and the Workplace: Q&A on Oregon’s Legalization of Recreational Pot,” *The  
Oregonian*, November 14, 2014

Quoted in “The Key to Young Lawyer Success,” *Illinois Supreme Court Commission on Professionalism*,  
October 3, 2014

Featured in “Preview of the 2014–2015 Bar Year: A Q&A with Chair-Elect Andrew Schpak,” *The  
Affiliate - The Newsletter of the ABA YLD*, July/August 2014

“More Great Things to Come in 2014-15,” *Fellows Fodder- A Publication For and About the Members  
of the ABA YLD Fellows*, Summer 2014

“Responding to Employee Allegations & Official Complaints,” *Cascade Business News*,  
December 19, 2013

Featured in “Eric Dahlin and Andrew Schpak Receive 2013 MBA Merit Awards,” *Multnomah Lawyer*,  
May 2013

Featured in “Legal Residency Concept Picks Up Steam,” *The Florida Bar News*, November 2012

### **Representative Publications (continued)**

- Featured in “Rose City in the Running to Host ABA Division Conference,” *BrieflyLegalPDX*, August 23, 2012
- “Legal Ramifications of Joining Homeowners’ Association Boards,” *Daily Journal of Commerce*, April 2012
- “The NLRB Seeks to Define When Facebook Posts are Protected,” Barran Liebman Electronic Alert, August 2011
- “Initiating and Conducting an Effective Internal Investigation,” *Daily Journal of Commerce*, March 2011
- “They’re Heeeerrreee! EEOC Issues Final ADAAA Regulations,” Barran Liebman Electronic Alert, March 28, 2011
- Quoted in “New Bar Year Promises Exciting Public and Member Service Projects,” *The Affiliate*, July/August 2010
- “The Power of Reasonable Expectations,” *Daily Journal of Commerce*, March 26, 2010
- “Conducting an Effective Internal Investigation,” *101 Article Series for the American Bar Association's Young Lawyers Division Labor and Employment Committee*, November 2007
- “The Essential Elements of an Employee Handbook,” *101 Article Series for the American Bar Association's Young Lawyers Division Labor and Employment Committee*, August 2007
- “Sexual Stereotyping,” *101 Article Series for the American Bar Association's Young Lawyers Division Labor and Employment Committee*, December 2006

### **Admitted to Practice**

Oregon

U.S. Court of Appeals, Ninth Circuit

U.S. District Court, District of Oregon

U.S. District Court, Eastern District of Washington

U.S. District Court, Western District of Washington

Washington

### **Academics**

Northwest Association of Title IX Administrators (Civil Rights and Title IX Investigation Training Certificate, 2016)

Cornell Law School (J.D., 2004): Dean’s List; Research Assistant to Dean Stewart Schwab (2003-2004); Cornell Law Students Association, Executive Board; Cornell Graduate and Professional Student Assembly, Law School Representative

Reed College (B.A., 2001): Commendation for Excellence (2001); House Adviser; Student Body, Co-Treasurer