

BARRAN LIEBMAN^{LLP}

A T T O R N E Y S

Employment | Labor | Benefits | Higher Education
www.barran.com | 503.228.0500

BRUCE T. GARRETT

503.276.2175 | bgarrett@barran.com | www.barran.com



Bruce Garrett is a member of Barran Liebman’s employment advice and litigation practices. Bruce defends employers in a variety of employment matters, while serving as proactive counsel to ensure compliance and identify legal issues before they arise. His current practice is focused on defending employers against claims of retaliation, discrimination, wrongful discharge, and breach of contract. He also counsels on compliance issues such as disability and religious accommodations, reinstatement and reemployment of employees on workers’ compensation leave, Oregon’s wildfire smoke and heat illness prevention rules, and the preparation of employment contracts and employee separation agreements.

Bruce has helped dozens of employers successfully separate with employees and avoid litigation, even under often times tumultuous circumstances. Bruce provides employers with counsel, tools, and resources to help them navigate legally high-risk situations while balancing their unique business needs. In his litigation practice, he has conducted and defended dozens of depositions, drafted and argued motions in state and federal court, and represented employers in mediations—resulting in many favorable outcomes for employers.

Bruce graduated from Willamette University College of Law, *cum laude*, with a certificate in law and business. While in law school, Bruce was active in a range of organizations and activities, including serving as the College’s Founder and President of the Labor and Employment Law Association. He also previously served as a legal extern for the Honorable Adrienne Nelson of the Oregon Supreme Court, as well as for the Appellate Division of Clark County District Attorney’s Office. Through these positions, Bruce gained a wide range of experience writing and submitting briefs, conducting legal research, and preparing arguments.

Bruce received his B.A. in Political Science from Washington State University. Upon completion of his undergraduate studies, Bruce worked for the Social Security Administration for nearly a decade.

Representative Matters

Counseled news media organization in Federal District Court: Won First Amendment challenge against a plaintiff and defendant in a lawsuit seeking to gag the news media.

Counseled more than a dozen employers on obligations for reinstating and reemploying employees who are on workers’ compensation leave.

Counseled local maritime organization in Multnomah County Circuit Court: Argued and won a motion to compel arbitration.

Counseled west coast hotel chain: Defended against whistleblower retaliation claim and achieved favorable result in mediation.

Representative Matters (continued)

Counseled non-profit organization's board of directors on strategy for responding to executive director's allegations of retaliation and discrimination.

Counseled international steel manufacturing and scrap metal company: Obtained dismissal of BOLI charge alleging pregnancy, family medical leave, and Oregon sick leave discrimination.

Obtained a dismissal for employer who received a complaint from the Oregon Occupational Safety and Health Administration.

Drafted non-compete, non-solicitation, and confidentiality agreement for employer operating in more than a dozen states.

Counseled employer on telework best practices and drafted telework agreement for employees who telework from out-of-state.

Drafted termination letter for healthcare employer who fired an employee for unauthorized disclosure of patient medical information.

Counseled employer on a religious accommodation for an employee who sought a religious exemption to the COVID-19 vaccine mandate.

Developed Barran Liebman training content on tip-pooling procedures, wage and hour law, and the Oregon Workplace Fairness Act.

Practice Areas

Employers in Healthcare
Employment Law Advice & Litigation
Leave Law Administration
Navigating Coronavirus in the Workplace
Remote Work
Trade Secrets & Non-Competition Agreements
Wage & Hour

Professional Experience & Affiliations

Portland Human Resources Management Association (PHRMA): Employee Relations Special Interest Group: SIG Leader (2024-present)

Oregon Association of Defense Counsel (OADC): Member (2022-2023)

Multnomah Bar Association Young Lawyers Section: Membership Committee (2022-present); Member (2021-present)

American Bar Association: Member (2018-present); Labor and Employment Section: Member (2020-present)

Oregon State Bar Labor and Employment Section: Member (2018-present)

Oregon State Supreme Court: Legal Extern for the Honorable Adrienne Nelson

Clark County District Attorney's Office - Appellate Division: Legal Extern

Social Security Administration - Seattle Regional Office: Disability Adjudicator (2014-2018)

Social Security Administration: Field Operations and Project Manager (2009-2014)

Center for Human Resources: Outreach Specialist (2008)

Civic Activities

Parkrose High School IMPRINT Program: Volunteer (2024-present)

Central Catholic High School Constitution Team: Volunteer & Guest Judge (2023-present)

Willamette University College of Law: Attorney-Student Mentor (2023-present)

Espen L. Pyrtek for Puyallup School Board: Campaign Advisor (2019)

Civic Activities (continued)

LGBT Social Security Administration Advisory Council: Vice-Chair (2013-2015)

Representative Presentations

Portland Human Resources Management Association (PHRMA) Employee Relations SIG:
“Supporting Injured or Disabled Employees in the Workplace: An Employer’s Role,”
Presenter (2/28/24)

Barran Liebman Webinar: “Overseeing Injured or Disabled Employees: Response, Requirements &
Resources for Employers,” Presenter (8/22/23)

Barran Liebman Webinar: “Navigating the New Wildfire Smoke & Heat Illness Prevention
Rules: How to Keep Your Employees Safe & Stay in Compliance,” Presenter (6/28/22)

West Linn Chamber of Commerce, Lake Oswego Chamber of Commerce, & Business Recovery
Centers for Clackamas County: “COVID-19 Now, Next, & Beyond: Best Practices for
Navigating COVID-19 in the Workplace,” Presenter (1/20/22)

Representative Publications

“DOL’s New Nondisplacement Rule Creates Challenges for Federal Contractor Employers,” Barran
Liebman Electronic Alert, December 20, 2023

“Changes to WA Paid Sick Leave, Minimum Wage,” *Oregon Business Report*, October 12, 2023

“Upcoming Changes to Washington’s Paid Sick Leave & Minimum Wage,” Barran Liebman
Electronic Alert, October 11, 2023

“Legal Considerations & Best Practices for Employers Utilizing Temporary Employees,”
Independent Electrical Contractors Association *Employer News*, October 2, 2023

“Important Reminders for Employers About Oregon’s Wildfire Smoke Rules,” Barran Liebman
Electronic Alert, August 29, 2023

“Summer Is Here: Important Reminders for Employers About Oregon’s Heat Illness Prevention
Rules,” Barran Liebman Electronic Alert, July 26, 2023

“Joint Employment: What It Is & Why It Matters to Your Business,” *Cascade Business News*, July 5,
2023

“Complexities of Injured Workers’ Reinstatement & Reemployment Rights,” *Daily Journal of
Commerce*, April 28, 2023

“Attendance Policy Best Practices for Employers,” *Cascade Business News*, October 19, 2022

“The CDC’s COVID-19 Guidance Has Changed: What Employers Should Know,” Barran Liebman
Electronic Alert, August 15, 2022

“Beyond COVID-19: Workplace Health and Safety Obligations,” *HR.com*, May 31, 2022

“Discipline and Discharge: Best Practices for Avoiding Costly Litigation,” *Daily Journal of Commerce*,
May 27, 2022

“Oregon OSHA’s Wildfire Smoke & Heat Illness Prevention Rules: Important Reminders & New
Changes,” Barran Liebman Electronic Alert, May 17, 2022

“COVID-19 Workplace Rule Changes: What Employers Should Know,” Barran Liebman
Electronic Alert, April 25, 2022

“Some COVID-19 Workplace Mandates & Restrictions Will Lift Soon: What Employers Should
Know,” Barran Liebman Electronic Alert, February 28, 2022

“Injured Employees Present Compliance Juggling Act for Employers,” *Cascade Business News*,
February 16, 2022

“Best Practices for Recognizing & Preventing Discrimination & Retaliation in the Workplace,”
Independent Electrical Contractors Association *Employer News*, February 1, 2022

Representative Publications (continued)

- “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
- “Employers Who Utilize Independent Contractors Should Take Steps to Avoid Employee Misclassification Claims,” Independent Electrical Contractors Association *Employer News*, December 1, 2021
- “OSHA Releases COVID-19 Vaccination & Testing Rules for Employers with 100 or More Employees,” Barran Liebman Electronic Alert, November 4, 2021
- “Deadline for Federal Contractors to be Vaccinated Set for December 8,” Barran Liebman Electronic Alert, September 27, 2021
- “New Employer Child Care Benefit Rule Goes Into Effect,” *Oregon Business Report*, September 26, 2021
- “Employer COVID-19 Vaccine Mandates are Withstanding Legal Challenges, but Obstacles Persist,” *Cascade Business News*, September 15, 2021
- “New Oregon Unemployment Rule to Take Effect Next Week,” Barran Liebman Electronic Alert, September 22, 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
- “Those Fired for Refusing Vaccine May Not Be Eligible for Jobless Benefits,” *Oregon Business Report*, September 2, 2021
- “Employees Who Are Fired for Refusing COVID-19 Vaccine May Not Be Eligible for Jobless Benefits,” Barran Liebman Electronic Alert, August 30, 2021
- “OHA Rules for Schools & Healthcare Settings,” Barran Liebman Electronic Alert, August 26, 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
- “Telework 2021: Employment Law Issue Spotting,” Oregon State Bar Labor and Employment Section, May 2021
- “FFCRA Leave Rules in Limbo After Federal Court Decision,” Barran Liebman Electronic Alert, August 21, 2020
- “Rules on Eligibility for Federal Emergency Paid Leave Called Into Question,” *Cascade Business News*, August 19, 2020
- “The NLRB’s New Standard for Addressing Employee Outbursts & Offensive Language in Connection With Protected Activity,” Barran Liebman Electronic Alert, August 3, 2020
- “The Americans with Disabilities Act Turns 30: A Few Reminders About Employer Obligations Under the Law,” Barran Liebman Electronic Alert, July 23, 2020
- “Additional Guidance From the DOL on FFCRA Leave & New Leave for Oregon Employees Affected by COVID-19,” Barran Liebman Electronic Alert, July 21, 2020
- “U.S. DOL Issues New FMLA Forms & Seeks Comments for FMLA Rule Changes,” Barran Liebman Electronic Alert, July 17, 2020

Representative Publications (continued)

“COVID Commotion: How to Navigate the Work from Home Waters,” *Association of Corporate Counsel Newsletter*, June 2020

Admitted to Practice

Oregon

U.S. District Court, District of Oregon

Academics

Willamette University College of Law (J.D. & Certificate in Law and Business, *cum laude*): Dean’s Honor List; Labor and Employment Law Association: Founder and President; Moot Court:

Board Member; *Willamette Law Review*: Note and Comment Editor

Washington State University (B.A.)