

# BARRAN LIEBMAN<sup>LLP</sup>

A T T O R N E Y S

Employment | Labor | Benefits | Higher Education  
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## JOSHUA A. WAUGH

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Joshua Waugh defends and advises employers of all sizes in a range of labor and employment matters. With a focus on proactivity, he partners with management on workplace compliance matters including personnel decisions, policy updates, and labor relations. Joshua also excels as a dynamic advocate for his clients in dispute resolution whether it is in the court system, an administrative proceeding, or an arbitration.

Prior to joining the Barran Liebman team, Joshua served as a Legal Extern for the Seattle City Attorney's Office Employment Section, specializing in employment defense litigation and advising. Joshua conducted research, wrote memoranda, participated in policy review, and assisted with litigation strategy and pre-trial work such as discovery, depositions, and answering complaints. During this time, he enjoyed developing his legal analysis skills as well as the challenge brought on by different layers of employment law at the local, state, and federal levels.

Before law school, Joshua spent more than four years at a high-volume boutique bankruptcy firm, where he managed over 2,000 bankruptcy-associated accounts and led in the development of processes to mitigate corporate liability. This experience, combined with his prior role as Chief Online Editor of the *Washington Journal of Law, Technology & Arts*, contribute to his ability to analyze legal problems and deliver results with the bottom line in mind. As a proud "Double Dawg," Joshua received both his J.D. (with honors) and his B.A. in Spanish and Political Science from the University of Washington. In his free time during the rigor of law school, Joshua served lower-income and monolingual Spanish-speaking taxpayers at the University of Washington Low Income Taxpayer Clinic, where he reduced taxpayer liabilities by over \$30,000 dollars during the 2021-2022 academic year.

### **Representative Matters**

Served as counsel for local construction company in successful decertification election.

Defended a specialty healthcare clinic against charges of discrimination, retaliation, and whistleblowing filed with the Oregon Bureau of Labor and Industries.

Advised religious nonprofit organization on termination process and drafted employment severance agreement.

Conducted legal research to defend a large Pacific Northwest healthcare company from plaintiff's initial pleadings, which resulted in the plaintiff amending to drop one of their claims preliminarily.

Drafted a formal letter to reinforce restrictive covenants made between an employer in the hospitality industry and a former employee to protect confidential information.

Conducted legal research regarding evidentiary standards in federal court in preparation for a civil trial.

**Representative Matters (continued)**

Conducted legal research and drafting for a position statement on behalf of an employer before the Oregon Bureau of Labor and Industries.

Conducted legal research for a motion for summary judgment on behalf of a large healthcare employer defending against a disability discrimination lawsuit in federal court.

Assisted in the revision of a large Pacific Northwest municipality’s disability policies.

Assisted in defending a large municipal public utility company from Unfair Labor Practice complaints regarding remote work and cybersecurity concerns.

Assisted with trial preparation to defend a large Pacific Northwest municipality against a racial discrimination lawsuit in federal court.

**Practice Areas**

Contract Administration

Employers in Healthcare

Employment Law Advice & Litigation

Grievance Arbitrations

Higher Education Representation

Labor Relations

Public Sector Practice

Reductions in Force

Trade Secrets & Non-Competition Agreements

Unfair Labor Practices

**Professional Experience & Affiliations**

Seattle City Attorney’s Office, Employment Section: Legal Extern (June 2021-2022)

Quantum<sup>3</sup> Group, LLC: Bankruptcy Account Specialist (June 2017-August 2020); Administrative Assistant (November 2015-June 2017)

University of Washington: *The Daily*, Opinion Writer (2012-2015), Opinion Editor (2013-2014); Libraries Special Collections, Public Services Technician (2012-2015)

**Civic Activities**

Japan-America Society of Oregon: Member (2023-present)

University of Washington School of Law: Low Income Taxpayer Clinic (2022-2023); Mentor Program, Mentor (2021-2023); Search & Hiring Committee for Assistant Dean of Career Services, Interview Panelist & Law Student Representative (2021-2022)

Huskies on the Hill Lobby Day: Student Lobbyist (2021-2022)

Federal Tax Clinic (2020-2023)

Washington Middle School, Central District: Volunteer Teaching Assistant (January 2015-June 2015)

Universidad de Cádiz in Cádiz, Spain: Auxiliary English Teacher (September 2014-December 2014)

**Representative Publications**

“Can the NLRB Really Require Employers to Reopen Closed Stores?” Barran Liebman Electronic Alert, February 8, 2024

“You’ve Been WARNed: Reductions in Force Can Bring Legal Risk,” *Daily Journal of Commerce*, December 20, 2023

“Senators Introduce Legislation to Include College Athletes as ‘Employees’ Protected by the National Labor Relations Act,” Barran Liebman Electronic Alert, December 7, 2023

**Representative Publications (continued)**

- “NLRB General Counsel Issues Guidance on a Post-*Cemex* World of Union Recognition,” *Oregon Business Report*, November 22, 2023
- “Personnel Record Requests Under ORS 652.750: What Are They & How Do I Respond?,” *Cascade Business News*, November 1, 2023
- “NLRB General Counsel Issues Guidance on Post-*Cemex* World of Union Recognition,” Barran Liebman Electronic Alert, November 16, 2023
- “Oregon’s Equal Pay Act Exclusion of Incentive Payments Set to Expire September 28” Independent Electrical Contractors Association *Employers News*,” August 1, 2022
- “Employer Updates on Work COVID Testing,” Oregon Business Report, July 26, 2022
- “Classifying Employees as Exempt or Non-Exempt in an Agile Business,” *Cascade Business News*, July 20, 2022
- “EEOC Updates its Guidance Regarding COVID-19 Testing,” Barran Liebman Electronic Alert, July 14, 2022

**Admitted to Practice**

Oregon  
U.S. District Court, District of Oregon

**Academics**

University of Washington School of Law (J.D. with honors, 2023): *Washington Journal of Law, Technology & Arts*: Chief Online Editor (2022-2023); Editorial Staff (2020-2023); Law & Business Association, Member (2020-2023); Ranked in Top 20% of Class

University of Washington (B.A. in Spanish and Political Science, International Security Focus, 2015): Dean’s List, Listed 11 of 12 Quarters