



A T T O R N E Y S

Employment | Labor | Benefits | Higher Education
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NATALIE M. PATTISON

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Natalie Pattison counsels and represents employers on a wide range of employment and labor matters. She defends employers against a variety of employment-related claims, including claims of discrimination, retaliation, wrongful discharge, and wage and hour violations.

In addition to working closely with clients to ensure satisfactory resolution when the need for litigation arises, she proactively counsels management in developing effective workplace policies that comply with the latest legislative changes at the state and national levels, including advising employers on compliance with OHA and Oregon OSHA's guidance and rules for addressing COVID-19 in the workplace. Prior to joining Barran Liebman, Natalie served as a Judicial Extern for Honorable Magistrate Judge John V. Acosta at the U.S. District Court (District of Oregon) and as a Law Clerk for the United States Attorney's Office.

Actively involved in the community, Natalie serves on the Associates Committee for the Campaign for Equal Justice, and is a member of Oregon Women Lawyers and the Multnomah Bar Association Young Lawyers Section Pro Bono Committee. Natalie earned her J.D. from the University of Oregon School of Law, where she served as an Articles Editor for *The Oregon Review of International Law*, as the President of OUTLaws (the LGBTQ law student group), and as Co-Director of the Community Action Public Service Group. In recognition of her legal research and writing skills, she was also honored with the University of Oregon's 2018 Excellence in Written Advocacy Award for her analysis, research, persuasiveness, and clear writing.

Prior to pursuing her legal studies, Natalie received her B.A., *cum laude*, from Lake Forest College (while participating as an NCAA Collegiate Athlete in Varsity Ice Hockey). She also worked as an Administrative Intern for Lake Forest City Hall, where she developed and published the City of Lake Forest liquor license renewal packet.

Representative Matters

Counsel for Private University: Represent University in high-profile whistleblower retaliation and employment discrimination suit; obtained favorable settlement through multi-day mediation.

Counsel for Regional Healthcare Organization: Obtained a full dismissal with prejudice of claims alleging retaliation, disability discrimination, and failure to accommodate.

Counsel for Regional Healthcare Organization: Obtained a full dismissal with prejudice of claims alleging violations of federal and state leave laws, disability discrimination, and wrongful termination.

Counsel for Local Non-Profit Organization: Obtained a full dismissal with prejudice of claims alleging unpaid wages.

Counsel for Regional Healthcare Organization: Obtained dismissal of BOLI charge alleging whistleblower retaliation.

Representative Matters (continued)

Represented Local Non-Profit in negotiating collective bargaining agreement with union.

Counsel for Multi-National Corporation: Successfully defended against EEOC charge alleging discrimination and retaliation.

Counsel for Private Employer: Represented private corporation against claims alleging discrimination, retaliation, wrongful discharge, and unpaid wages; negotiated favorable settlement.

Counsel for Private Corporation: Obtained dismissal of BOLI charge alleging workers' compensation discrimination and retaliation.

Counsel for Private & Non-Profit Employers from Diverse Industry Groups: Advised on employee terminations and separations; negotiated severance and settlement; drafted employment separation and severance agreements.

Drafted amicus curiae brief on behalf of nonprofit association in support of public employer's appeal of a state agency's decision.

Practice Areas

Compliance Advice

Employee Handbooks

Employers in Healthcare

Employment Law Advice & Litigation

Higher Education Representation

Labor Relations

Navigating Coronavirus in the Workplace

On-Site Employment Law Training

Pay Equity

Policy Advice & Preparation

Sexual Harassment (Compliance, Training, Advice & Defense)

Wage & Hour

Professional Experience & Affiliations

Multnomah Bar Association Young Lawyers Section: Pro Bono Committee (2021-present); Wills for Heroes Subcommittee (2022-present); Member (2021-present)

LGBT Bar Association of Oregon (OGALLA): Member (2020-present)

Oregon Women Lawyers: Member (2020-present)

U.S. District Court, District of Oregon: Judicial Extern for the Honorable John V. Acosta, U.S. Magistrate Judge (January-April 2020)

United States Attorney's Office, Eugene, Oregon: Law Clerk (May 2018-May 2019)

Robert Half International, Grand Rapids, Michigan: Administrative Assistant (January-July 2017)

Lake Forest City Hall, Lake Forest, Illinois: Administrative Intern (April 2014-April 2016)

Lake Forest College Recreation Center, Lake Forest, Illinois: Manager (April 2014-April 2016)

Civic Activities

Campaign for Equal Justice: Associates Committee (2020-present)

Representative Presentations

Oregon Society of Certified Public Accountants (OSCPA) Northwest Federal Tax Conference: "Employment Law Update," Presenter (11/13/23)

Representative Presentations (continued)

- Oregon & SW Washington Association of Healthcare Recruitment Fall Conference: “Legal Update: Employment Law Updates & Best Practices for Compliance,” Presenter (11/3/23)
- Yamhill County SHRM: “Annual HR Basics Seminar,” Co-Presenter (10/12/23)
- Barran Liebman Client Training: “That’s Not How We Do Things Here: Harassment Free Workplace Training,” Presenter (8/24/23)
- Portland Human Resources Management Association (PHRMA) Spring Certification Study Group: “U.S. Employment Law & Regulations,” Co-Presenter (4/5/23)
- Barran Liebman Client Training: “Workplace Harassment Prevention & Child Abuse Reporting for Staff Working with Minors,” Presenter (12/1/22)
- Oregon & SW Washington Association of Healthcare Recruitment (OSWAHCR) Fall Conference: “Legal Update: Employment Law Updates & Best Practices for Compliance,” Presenter (11/3/22)
- Portland Human Resources Management Association (PHRMA) Fall Certification Study Group: “Equity, Diversity & Inclusion,” Presenter (9/27/22)
- Barran Liebman Client Training: “Harassment Doesn’t Work Here,” Presenter (8/25/22)
- National Association for Healthcare Recruitment Annual Conference: “Legal Update: Employment Law Updates & Best Practices for Compliance,” Presenter (7/19/22)
- Rogue Valley SHRM May Legal Seminar: “Significant NLRB Legislation,” Presenter (5/17/22)
- MBA CLE: “Employment Law Update: What is the Current Status of COVID-19-Related Employment Law?,” Presenter (4/29/22)
- Oregon & SW Washington Association of Healthcare Recruitment (OSWAHCR) Fall Conference: “Employment Law Update,” Presenter (11/5/21)
- Oregon State Bar Business Law Section CLE: “Beyond the Pandemic: Workplace Considerations for Post-COVID-19 Reopening,” Presenter (10/21/21)
- Independent Electrical Contractors Association of Oregon (IEC) Make the Connection Lunch: “How to Union-Proof Your Company,” Presenter (10/14/21)
- Portland Human Resource Management Association (PHRMA): “Employee/Labor Relations,” Presenter (10/5/21)
- The National Electrical Contractors Association (NECA) Oregon-Columbia Chapter Lunch & Learn: “The Oregon Workplace Fairness Act,” Presenter (8/25/21)
- Portland Human Resources Management Association (PHRMA) Legal Update: “Beyond the Pandemic: Workplace Considerations for Post-COVID Reopening,” Co-Presenter (6/24/21)
- Portland Metropolitan Payroll Association: “Best Practices for Navigating COVID-19 in the Workplace,” Presenter (6/17/21)
- Hispanic Metropolitan Chamber of Commerce: “COVID-19—Masks, Vaccines, Oh My!,” Presenter (6/4/21)
- Joint Webinar with HR Annie Consulting: “COVID-19 Vaccinations in the Workplace: Considerations & Best Practices for Employers,” Presenter (3/3/21)
- Yamhill County Human Resource Association: “HR Basics Webinar: COVID-19, Disability Accommodations, Leave Law, & More,” Presenter (1/14/21; 1/15/21)

Representative Publications

- “EEOC Issues Final Rule Implementing the Pregnant Workers Fairness Act,” Barran Liebman Electronic Alert, May 3, 2024

Representative Publications (continued)

- “Oregon Employers: Watch Out for Tip Pooling Rules,” Barran Liebman Electronic Alert, March 12, 2024
- “Update: Dartmouth Basketball Players Vote to Unionize,” Barran Liebman Electronic Alert, March 7, 2024
- “NLRB Regional Director Rules that Dartmouth Basketball Players are Employees,” Barran Liebman Electronic Alert, February 20, 2024
- “Tips for Oregon Employers with Employees Receiving Tips,” *Daily Journal of Commerce*, November 22, 2023
- “In Wake of Court Decision, Review Religious Accommodation Policies,” *Daily Journal of Commerce*, August 23, 2023
- “Big Changes in Higher Education as the U.S. Supreme Court Strikes Down Affirmative Action,” Barran Liebman Electronic Alert, June 29, 2023
- “Watch Out for FLSA Misclassification: Supreme Court Rules Daily Rate Pay Cannot Meet Salary Basis Test for Exempt Status,” Independent Electrical Contractors Association *Employer News*, June 1, 2023
- “Pro Bono Attorneys Help First Responders Prepare Wills,” Featured in the Oregon State Bar’s *Elder Law Newsletter* (Volume 26, Number 2), May 2023
- “HB 3205 Seeks to Exempt Hiring & Retention Bonuses from Oregon Pay Equity Requirements,” Barran Liebman Electronic Alert, March 20, 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
- “OSHA Extreme Heat & Wildfire Smoke Rules,” Independent Electrical Contractors Association *Employers News*, June 1, 2022
- “Oregon Moves One Step Closer to Overtime for Agricultural Workers,” *Daily Journal of Commerce*, March 25, 2022
- “Be Careful When Disciplining Employees for Complaining About Work on Social Media!,” Barran Liebman Electronic Alert, February 22, 2022
- “Current Status of Federal & State Vaccine Rules for Healthcare Employers,” Barran Liebman Electronic Alert, February 1, 2022
- “U.S. Supreme Court Stays OSHA ETS—Upholds CMS Vaccine Mandate,” Barran Liebman Electronic Alert, January 14, 2022
- “Oregon OSHA’s New Rules for Extreme Heat & Wildfire Smoke,” Independent Electrical Contractors Association *Employers News*, September 2, 2021
- Quoted by KIDO Talk Radio: “Idaho Legislature Must Respond to Saint Alphonsus Shot Mandate,” (7/8/21)
- “Saying Goodbye to Masks & Physical Distancing as Oregon Approaches Statewide Reopening,” Barran Liebman Electronic Alert, June 28, 2021
- “New OSHA Emergency Temporary Standard for Healthcare Workers,” Barran Liebman Electronic Alert, June 16, 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

Representative Publications (continued)

- Featured by *Law 360*: “More Worker Vax Suits May Be Coming, But Are Likely To Fail,” April 12, 2021
- “And So It Begins: First Known Lawsuit Over Vaccine Mandate Filed in New Mexico,” *Oregon Business Report*, March 29, 2021
- “And So It Begins: First Known Lawsuit Over Vaccine Mandate Filed in New Mexico,” Barran Liebman Electronic Alert, March 9, 2021
- “COVID-19-Related Leave Available for Oregon Employees in 2021,” *Daily Journal of Commerce*, February 26, 2021
- Featured by *Oregon Public Broadcasting*: “Can Oregon Employers Require COVID-19 Vaccination? It’s Complicated,” February 2, 2021
- “Should Employers Require COVID-19 Vaccinations? Considerations & Best Practices for Employers,” Barran Liebman Electronic Alert, January 22, 2021
- “January 6: Ventilation Requirements Deadline,” Barran Liebman Electronic Alert, December 30, 2020
- “Navigating Religious Expression & Expanded Workplace Protections,” *Daily Journal of Commerce*, December 25, 2020
- “December 21: Employee Information & Training Deadline,” Barran Liebman Electronic Alert, December 18, 2020
- “EEOC Issues Guidance on COVID-19 Vaccinations,” Barran Liebman Electronic Alert, December 17, 2020
- “Navigating Workplace Accommodations,” *Cascade Business News*, December 16, 2020
- “No Harm, No Foul? Not for Employers Subcontracting Union Work,” Barran Liebman Electronic Alert, December 16, 2020
- “Can Employers Require Workers to Get a COVID-19 Vaccine?,” Barran Liebman Electronic Alert, December 14, 2020
- “Department of Labor Issues New Guidance for Tracking Teleworkers’ Hours,” *Cascade Business News*, September 16, 2020
- “DOL Revises FFCRA Regulations in Response to Federal Court Decision & BOLI Issues New Rules on the Oregon Family Leave Act,” Barran Liebman Electronic Alert, September 15, 2020
- “Oregon Legislative Update,” Barran Liebman Electronic Alert, July 16, 2019

Honors

- Campaign for Equal Justice: Associates Committee Award (2020-2021)
- University of Oregon School of Law: Excellence in Written Advocacy Award (2018)

Admitted to Practice

- Oregon
- U.S. District Court, District of Oregon

Academics

- University of Oregon School of Law (J.D., 2020): *The Oregon Review of International Law*: Articles Editor; OUTLaws (the LGBTQ law student group): President (2018-2019); Community Action Public Service Group: Co-Director (2018-2019); LexisNexis® Professional Research Certified

Academics (continued)

Lake Forest College (B.A., 2016): Dean's List; All-Academic Team; NCAA Collegiate Athlete in Varsity Ice Hockey; Pi Sigma Alpha; Phi Sigma Tau