



A T T O R N E Y S

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

STACIE L. DAMAZO

503.276.2121 | sdamazo@barran.com | www.barran.com



Stacie Damazo is a member of Barran Liebman’s employment advice and litigation practices. She defends employers in a variety of employment matters, while serving as proactive counsel to ensure compliance and identify legal issues before they arise. She is a national speaker, regularly traveling to provide training on all types of workplace compliance topics. Additionally, Stacie serves as a workplace investigator, conducting investigations into allegations of employee misconduct, harassment, discrimination, retaliation, and other sensitive issues.

In addition to her employment law experience, Stacie has a diverse background in commercial and personal litigation, including business and real estate litigation, as well as personal injury disputes. Before starting in private practice, she also served as an Extern to the Honorable

Magistrate Judge Stacie F. Beckerman of the U.S. District Court for the District of Oregon.

Stacie earned her B.A. in English from the University of Oregon before earning her J.D., *cum laude*, from Lewis & Clark Law School. Throughout her legal studies, she served as President for Lewis & Clark Law School’s Student Bar Association and as the Executive Editor for their Environmental Law publication. Committed to supporting her community, Stacie currently serves as a member of Lewis & Clark Law School’s Alumni Board of Directors. Stacie was also recently appointed as the American Bar Association Young Lawyers Division Labor & Employment Law Committee Chair, as well as the Liaison to the Labor & Employment Law Section. In her free time, she enjoys hiking and camping, and is an avid Portland Timbers fan.

Representative Matters

Counsel for Private & Non-Profit Employers from Diverse Industry Groups: Advise on employee terminations and separations; negotiate and prepare severance and settlements.

Counsel for Private & Non-Profit Employers from Diverse Industry Groups: Advise on compliance with wage and hour law, including meal and rest periods; final paychecks; employee classifications; and garnishment.

Counsel for Private Business: Advise on complex leave situations.

Counsel for Oregon & Washington Employers in the Agricultural Industry: Advise on compliance with the H-2A Temporary Agricultural Employment Program.

Counsel for Private Employers from Diverse Industry Groups: Develop and review policies and procedures in compliance with local, state, and federal law.

Counsel for Local County: Conducted investigation regarding claims of gender discrimination and gender bias.

Counsel for Former Director of State Agency: Obtained a full dismissal with prejudice of claims alleging First Amendment retaliation.

Representative Matters (continued)

Counsel for Local Non-Profit: Negotiated favorable resolution of disability discrimination and retaliation charge filed with BOLI.

Counsel for Regional Corporation: Successfully defended against EEOC charge alleging religious discrimination and retaliation.

Counsel for National Corporation: Obtained dismissal of Oregon OSHA complaint alleging workplace safety violations.

Counsel for Regional Private Employer: Obtained dismissal of BOLI charge alleging disability discrimination, leave retaliation, and constructive discharge.

Counsel for Private Employer: Negotiated favorable resolution of sex discrimination and retaliation charge filed with BOLI.

Counsel for Private Employer in Hospitality Industry: Negotiated favorable resolution of unpaid wage claim.

Counsel for International Non-Profit: Advised on termination of executive officer.

Areas of Practice

Compliance Advice

Employee Handbooks

Employment Law Advice & Litigation

Leave Law Administration

On-Site Employment Law Training

Paid Leave Oregon

Pay Equity

Policy Advice & Preparation

Remote Work

Sexual Harassment (Compliance, Training, Advice & Defense)

Social Media

Wage & Hour

Workplace Investigations

Honors

Contributor to the Oregon State Bar's *Oregon Civil Pleading and Litigation* publication, as awarded by the Association for Continuing Legal Education (Award of Outstanding Achievement, Best Publication Category)

Lewis & Clark Law School: Cornelius Honor Society; Best Oral Advocate; Terry Wilson Scholarship; Dean's Scholarship for Excellence

Professional Experience & Affiliations

American Bar Foundation: Fellow (2024-present)

Oregon State Bar Civil Rights Section Executive Committee: Secretary (2022-2023)

Oregon Women Lawyers: Board Member for the Oregon Women Lawyers Multnomah County (Queen's Bench) Chapter (2022-2024); Member (2016-present); Student Liaison for Lewis & Clark Law School (2017-2018)

Multnomah Bar Association Young Lawyers Section: Affiliate Delegate to the ABA Young Lawyers Division (2023-present); Member (2019-present); Membership Committee: Member (2019-2021); 3L Liaison for Lewis & Clark Law School (2018-2019)

Professional Experience & Affiliations (continued)

American Bar Association Young Lawyers Division: Member (2016-present); Law Student Division: Assembly Member (2018-2019); Labor & Employment Committee: Chair (2023-present); Liaison to the ABA Labor & Employment Law Section (2023-present); Litigation Committee: Vice Chair (2022-2023)

American Bar Association Labor & Employment Law Section: Social Media Committee Member (2023-present); Newsletter Committee Member (2023-present); Outreach to New & Young Lawyers Committee Member (2023-present)

Oregon New Lawyers Division: Member (2019-present)

U.S. District Court for the District of Oregon: Extern to the Hon. Magistrate Judge Stacie F. Beckerman (2018)

Civic Activities

Lewis & Clark Law School: Alumni Board of Directors (2022-present); Criminal Justice Reform Clinic, Pro Bono Attorney (2022-2023); Attorney Mentor Program, Volunteer Mentor (2019-2023)

Big Brothers Big Sisters Columbia Northwest Ambassador Board: Co-Chair (2023-2024); Member (2022-2024)

Legal Aid Night Clinic: Pro Bono Attorney (2019-2021)

SOLVE Volunteer (2020-2022)

Portland State University Explore the Law Program: Mentor (2019-2021)

Representative Presentations

Portland Human Resources Management Association (PHRMA) HR Think Tank: Navigating Complex Leave Administration,” Presenter (3/20/24)

Barran Liebman Internal CLE: “Paid Leave Oregon Part 2: Coordinating Protected Leave,” Presenter (11/16/23)

Barran Liebman Client Training: “That’s Not How We Do Things Here: Harassment-Free Workplace Training,” Presenter (2023)

Northwest Public Power Association: “Employment Law Update,” Presenter (10/11/23)

American Bar Association Young Lawyers Division CLE: “Litigating Ethically and with Class,” Moderator (5/22/23)

Rogue Valley SHRM Legal Seminar: “2023 Employment Law Update,” Presenter (5/17/23)

Portland Human Resources Management Association (PHRMA) Spring Certification Study Group: “U.S. Employment Law & Regulations,” Co-Presenter (4/5/23)

Oregon Society of Certified Public Accountants Business & Industry Knowledge Network: “Paid Leave Oregon Overview,” (1/13/23)

Washington County Chamber of Commerce: “Paid Leave Oregon Workshop,” Presenter (12/14/22)

Barran Liebman Internal CLE: “Paid Leave Oregon,” Co-Presenter (9/27/22)

Cedar Mill Business Association: “Paid Leave Oregon,” Presenter (9/13/22)

Representative Publications

Featured in Oregon State Bar *Bulletin* “Discovery With” Spotlight, February/March 2024 Issue

“Big Changes to OFLA & Paid Leave Oregon Are Coming (Again),” Barran Liebman Electronic Alert, February 28, 2024

“Coordinating Protected Leave in Oregon,” Independent Electrical Contractors Association *Employer News*, December 1, 2023

“Navigating the “Eligibility Gap” Between Paid Leave Oregon, OFLA & FMLA,” *Cascade Business News*, October 4, 2023

Representative Publications (continued)

- “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
- “Paid Leave Oregon: It’s a Go! What You Need to Know About Legislative Amendments & Key Policy Changes to Implement Before Employees Start Applying for Benefits on August 14,” Barran Liebman Electronic Alert, July 31, 2023
- “New Law Brings Aspects of Paid Leave Oregon and OFLA into Alignment,” *Daily Journal of Commerce*, June 23, 2023
- “Alignment of Paid Leave Oregon with the Oregon Family Leave Act,” Barran Liebman Electronic Alert, May 31, 2023
- “May 31: Deadline to Apply for An Equivalent Plan & Avoid DOI Cancellation,” Barran Liebman Electronic Alert, May 2, 2023
- “Oregon OSHA Rescinds COVID-19 Rules Addressing Exceptional Risk Workplaces & Employer-Provided Housing,” *Oregon Business Report*, April 11, 2023
- “Oregon OSHA Rescinds COVID-19 Rules Addressing Exceptional Risk Workplaces & Employer-Provided Housing,” Barran Liebman Electronic Alert, April 3, 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
- “Oregon Paid Leave Deadline Approaches,” *Oregon Business Report*, December 15, 2022
- “It’s Almost January 1 & Paid Leave Oregon Deadlines are Fast-Approaching,” Barran Liebman Electronic Alert, December 13, 2022
- “Self-Employed Workers (Including Independent Contractors) Must Elect Coverage Under Paid Leave Oregon to be Eligible for Benefits,” Independent Electrical Contractors Association *Employer News*, December 1, 2022
- “Civil Procedure & Litigation,” Oregon State Bar Statutory Time Limitations BarBook, Chapter 2 Author, 2022
- “OED Finalizes Paid Leave Oregon Rules Regarding Benefits,” Barran Liebman Electronic Alert, November 8, 2022
- “Oregon & Washington Release Joint Letter Regarding Paid Leave Oregon 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
- “OED Begins Accepting Equivalent Plan Applications on September 6: The Sooner Your Plan is Approved, the Less You May Pay (to the State),” Association of Corporate Counsel Oregon Chapter Newsletter, September 2022
- “Paid Leave Oregon Poster Now Available: What Every Employer Needs to Do Now,” Barran Liebman Electronic Alert, September 27, 2022
- “Oregon or Washington: Which Paid Leave Program Applies?,” *Daily Journal of Commerce*, August 26, 2022
- “To Contribute or Not to Contribute: The Paid Leave Oregon Dilemma for ‘Small Employers’,” *Cascade Business News*, June 15, 2022
- “The OED Wants to Know: Are You Planning to Enroll in Oregon’s Paid Leave Program, or Create Your Own Equivalent Plan?,” Barran Liebman Electronic Alert, April 28, 2022
- “Covered Employers May Now Report 2021 EEO-1 Component 1 Data (Are You Covered? And What Will You be Reporting?),” Barran Liebman Electronic Alert, April 14, 2022

Representative Publications (continued)

“COVID-19 Vaccine Mandate: The Changing Legal Landscape,” *HR.com*, December 29, 2021

“OSHA’s ETS: It’s Not a Test Unless OSHA Says It’s a Test,” *Cascade Business News*, November 17, 2021

“COVID-19 Vaccination Mandates Are Expected to Surge: Here’s What Oregon Employers Need to Know,” Independent Electrical Contractors Association *Employer News*, October 1, 2021

“Will Oregon Follow DeReyter, Finding Washington’s Ag Overtime Exemption Unconstitutional?” Oregon State Bar Agricultural Law Section (April 2021)

“Volunteering with Legal Aid During the Pandemic,” *Multnomah Lawyer* (October 2020)

“How to Support Young Lawyers During the COVID-19 Pandemic,” *Multnomah Lawyer* (2020)
Oregon State Bar Civil Pleading and Litigation Barbook (2020 Edition)

Admitted to Practice

Oregon

U.S. District Court, District of Oregon

Washington

Academics

Lewis & Clark Law School (J.D., *cum laudè*): Student Bar Association, President; *Environmental Law*, Executive Editor; Cornelius Honor Society Inductee

University of Oregon (B.A., English)