

Shari L. Lane

Of Counsel | Portland Office

Shari Lane has over fourteen years of experience as a labor and employment attorney and serves as vice chair for our labor and employment group. Shari's practice focuses on advising employers in personnel issues and representing employers facing administrative agency claims, audits, and unfair labor practices claims. Shari's advice and representation of employers is practical and down-to-earth, guided by her experiences as a business owner, employer, and manager.



Shari is on the Arbitration Service of Portland and the District of Oregon Volunteer Mediation panels, and is available to provide mediation and arbitration services in employment law matters, calling on her knowledge and experience with both employers and employees, and her conciliation experience with BOLI, to assist the parties in finding common ground and achieving resolution. Shari recently completed Mediation Training through Clackamas County Resolution Services, and brings compassionate and objective dispute-resolution skills to non-employment matters, as well.

Prior to entering private practice, Shari was an Operations Manager for the Oregon Bureau of Labor & Industries.

When Shari is not helping clients, she can be found caring for her dogs, chickens, and honey bees, or writing children's stories (check out *The UnFairy Tale*, a middle-school novel – www.theunfairytale.com).

Admissions & Memberships ∨

Shari is admitted to the Oregon and Washington State Bars as well as the Oregon District Court. Shari is a member of the OSB Labor and Employment Section, the Society for Human Resources Management, Oregon Women Lawyers, and the Multnomah Bar Association. She currently serves as a board member for the Oregon Child Development Coalition and has served as a judge in various Classroom Law Project activities. Shari's community involvement also includes preparing meals for those in need through Reedwood Friends Church, in partnership with JOIN "Connecting the Street to a Home," and lobbying work with the Friends Committee on National Legislation.

Education ∨

Shari earned her J.D. from Lewis & Clark Law School, her M.A. in classics from the University of Washington, and her B.A. in comparative literature from the University of Oregon's Honors College.

Presentations ∨

- "How Local Businesses Are Adjusting to Mandatory Requirements," City Club of Portland Panel Member (February 2017)
- "Exempt versus Non-Exempt," Hosted by Retirement Connection, Oregon Health Care Association, and Medical Staffing Network (November 2016).
- "Leaves of Absence," HR Google Group hosted by Trillium Family Services (April 2016).
- "Documentation & Discipline," Portland Human Resources Management Association (January 2016).
- "Workplace Accommodations," Northwest Public Power Association (October 2015).
- "Supervision, Documentation, Discipline and Termination," Oregon State Bar's Professional Liability Fund Employment Practices for Lawyers CLE (May 2015).
- "Legal Hiring: Get it Right from the Get-Go," Oregon Bureau of Labor & Industries Annual Employment Law Conference (November 2014).
- "Documentation and Discipline: Best Practices," Oregon Bureau of Labor & Industries Annual Employment Law Conference (December 2013).

Contact Information

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Practice Emphasis

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HARRANG LONG GARY RUDNICK P.C.

- "Documentation and Discipline: Best Practices," Easter Seals Business Advisory Council (April 2013).
- "Lawful Terminations," Oregon Bureau of Labor & Industries Annual Employment Conference (November 2012).
- "Administrative Agency Complaints," National Association of Legal Professionals (April 2012).
- "The Employer's Guide to Civil Rights and Workplace Harassment," Oregon Bureau of Labor & Industries day-long seminar (2010 and 2011).
- "The Year's Most Bizarre Employment Laws," The Commerce Company (October 2010).
- "Retaliation Litigation," National Association of Railroad Trial Counsel Conference in San Francisco, California (July 2009).
- "Screening, Hiring, and Interviewing," CLE presented by Professional Liability Fund (May 2009).
- "Medical Leave, Disability Laws, and Workers Compensation: Navigating the Maze," Seminar hosted by the Oregon Nurses Association (April 2009).
- "Employment in 2008: Are You Ready?" Seminar hosted by CVK, The Commerce Company, and JD Bean & Associates (January 2008).
- "Heading Off an Administrative Claim," Panel Moderator and Presenter, American Law Firm Association, Chicago, Illinois (May 2007).

Publications ∨

- "**Recreational Marijuana: Now What?**" (April 2015)
- "**Young v. United Parcel Service: Employers May Have To Accommodate Pregnancy Restrictions**," (April 2015)
- "**Say What? NLRB Decisions Regarding Confidentiality, Respectful Workplace, and Non-Disparagement Policies**," (November 2014)
- "Five People Questions: Job Changes, Sick Leave, Talk, Vacation, and %*#\$!," Interview published in Law Office Administrator and Medical Office Manager (2011)
- "American Law Firm Association Employment Law Compendium," served as Ninth Circuit Editor (2007 – 2009)
- "Covenants Not to Compete in a Competitive World Market," ALFA International Business Litigation Update (2009)
- "Hiring Contract Work," Portland Business Journal (2009)
- "Depression and Other 'Invisible' Disabilities," Legal Management News (2008). Also published in Oregon Business (2007)
- "'Regarded as Disabled' – The Problem with Assumptions," Legal Management News (2007)
- "The Law Weighs in on Obesity Stereotypes," Oregon Business (2006)
- "Answering BOLI Claims," Oregon Farm Bureau Farm Employer Education & Legal Defense Service Newsletter (2006)

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