

Our Labor and Employment Practice

Our Labor and Employment Law practice is focused on providing proactive advice, dispute resolution, and litigation representation to Oregon businesses and public entities.

We provide creative, strategic legal counsel – targeted to the environment of our clients – designed to help minimize disruption, identify and address issues before they become costly lawsuits, ensure compliance with state and federal workplace regulations, and create a cohesive work environment.

From personnel policies to daily advice, we assist and provide advice on matters including:

- Employment contract and independent contractor agreement drafting and review
- Performance management, recruitment, and selection for personnel
- Employee wage and hour issues, including exempt/non-exempt status
- Medical leave and sick leave
- Disability or religious accommodation
- Workers' compensation claims
- Discrimination and harassment
- Workplace policy development and employee and management training
- Legislative and case law updates affecting employers

Advice for Employers

We advise employers on matters concerning employment policies, wage and hour laws, and other matters concerning employment, as well as proactive measures that can be taken to minimize litigation threats. When urgent employment issues arise unexpectedly (such as those involving leave of absence, workers compensation, disability accommodation, discipline, or termination), we are available to provide practical advice and counsel to meet your needs quickly.

Employment Litigation

Employment litigation can be expensive and highly disruptive, particularly when sensitive matters such as discrimination or sexual harassment allegations are made. Such claims can not only expose a company or organization to liability, but they can also affect the careers of those alleged to be responsible for wrongdoing.

We work closely with our clients to provide the best available defense against employment-related claims, including:

- Allegations of unlawful retaliation, discrimination and harassment
- Violations of wage and hour laws
- Violations of OSHA and other work environment regulations

Collective Bargaining

Issues frequently arise concerning the interpretation of matters under collective bargaining agreements, including those that may involve employee termination.

We represent management in labor relations matters in both the public and private sector, including organizational activities, collective bargaining negotiations, interest and grievance arbitration, and unfair labor practice complaints. We also provide advice on collective bargaining agreements in matters concerning the interpretation and application of collective bargaining provisions.

Workplace Investigations

When there is a serious claim of illegal or unlawful activity (such as discrimination or harassment), it is often advisable to bring in a third party to investigate, to demonstrate objectivity, good faith, avoid acting on assumptions and biases, and support the employer's defense to any employment decisions. Our attorneys provide thorough investigations, focusing on legal principles while remaining sensitive to workplace morale and confidentiality concerns.

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