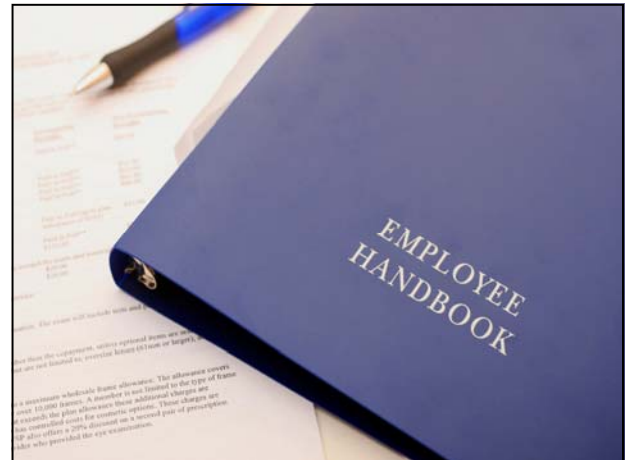


# Labor & Employment Practice



Tonkon Torp is a leading business and litigation law firm serving public companies, substantial private enterprises, entrepreneurial businesses and individuals throughout the Pacific Northwest.





## OUR LABOR & EMPLOYMENT PRACTICE

No matter the size or nature of a company's workforce, labor and employment issues are critically important to ongoing success. Our experienced and well-honored group of Labor & Employment lawyers, through using a relationship-based approach, provides practical solutions to labor and employment issues for a diverse group of Pacific Northwest and national employers. We help our clients promote positive employee relations, protect competitive positions, address employee benefit issues, navigate the immigration maze, deal with union activity, and defend employment litigation.

### Employment Counseling

Working with our clients, we identify potential problem areas, develop appropriate policies and procedures, and train management and employees to prevent costly disputes. We help our clients comply with local, state and federal employment laws and regulations to minimize exposure to employment claims and litigation.

Our counseling and training practices encompass:

- Development of and compliance with company policies
- Employee handbooks
- Hiring practices
- Progressive discipline and terminations
- Compliance with state and federal leave laws
- EEO, discrimination, harassment, and retaliation
- Reasonable accommodation of disabilities
- Whistleblower protection
- Wage and hour practices
- Plant closures, downsizing and layoffs, including WARN Act compliance
- Employee records requirements
- Employee benefits
- Non-compete and nondisclosure agreements
- Executive compensation advice

### Labor Relations

Whether the goal is to keep unions out of your business or work successfully with a unionized workforce, Tonkon Torp's Labor & Employment lawyers can help. Our lawyers have years of experience representing employers in Taft-Hartley Act matters and before the National Labor Relations Board. We assist clients with:

- Union organizing campaigns
- Representation elections
- Unfair labor practice actions
- Strikes and injunctions
- Grievance and interest arbitration
- Collective bargaining
- Union avoidance



## Employment Litigation

When workplace disputes escalate, Tonkon Torp's Labor & Employment lawyers assist in resolving the disputes. Sometimes, the most appropriate action is settling disputes out of court through negotiation, mediation or arbitration. When that is not possible, we aggressively represent our clients in litigation and on appeal. Our Labor & Employment lawyers have vast experience representing all sizes and types of employers in litigation, as well as working with insurers in the event the employer has employment practices liability insurance.

We defend all types of employment claims in state and federal court, and claims brought before administrative agencies such as the EEOC. A sample of the types of cases includes:

- Wage and hour claims, including class actions
- Harassment and discrimination claims, including retaliation claims
- Disability discrimination and failure to accommodate
- Family and Medical Leave Act claims
- Wrongful discharge and related tort and contract claims
- Medical marijuana claims
- Pension and employee benefits claims
- Misappropriation of trade secrets and enforcement of non-competition agreements
- Whistleblowing

## Labor & Employment Representative Clients

Asante

Columbia Distributing

Community Services, Inc.

Franz Family Bakeries

Greenbrier

Key Technology

Mason, Bruce & Girard

Northwest Human Services

St. Mary's Academy

Wayron LLC

Banfield Pet Hospital

Columbia Helicopters, Inc.

Direct Marketing Solutions

Georgia-Pacific Corporation

Hood River Distillers

Legacy Health

Navex Global

Salvation Army

Stimson Lumber Company



# OUR LABOR & EMPLOYMENT ATTORNEYS



**Robert Carey • [bob.carey@tonkon.com](mailto:bob.carey@tonkon.com) • 503.802.2032**

**Labor & Employment Group Chair**

Bob represents companies, professionals, and executives in employment litigation and provides counseling on a broad range of employment related issues. He has substantial jury trial experience and has represented companies in labor negotiations and in election petitions and unfair labor practice charges before the NLRB.



**Kristin Bremer Moore • [kristin.bremer@tonkon.com](mailto:kristin.bremer@tonkon.com) • 503.802.2154**

Kristin's litigation practice includes advice and litigation on wage and hour, collective actions under FLSA, sex harassment, hostile work environment, FMLA/OFLA, and ADA discrimination matters. Her labor experience includes arbitrations, defending ULPs before the NLRB, and advising employers in response to union campaigns and elections.



**Clay Creps • [clay.creps@tonkon.com](mailto:clay.creps@tonkon.com) • 503.802.2059**

Clay has extensive experience litigating employment-related claims in federal and state courts, particularly representing employers in Americans with Disabilities Act litigation. Clay has litigated cases involving all aspects of employment law including discrimination, harassment, wage and overtime claims, severance agreements, noncompete agreements, the Older Worker Benefit Protection Act (OWBPA), COBRA, FMLA/OFLA, defamation and wrongful discharge.



**Colin Geiger • [colin.geiger@tonkon.com](mailto:colin.geiger@tonkon.com) • 503.802.2091**

Colin's practice focuses on labor and employment law. He joined Tonkon Torp following a federal judicial clerkship with U.S. Magistrate Judge Dennis Hubel. Colin previously clerked for U.S. District Judge Garr M. King and served as a judicial extern to Justice Virginia Linder of the Oregon Supreme Court.



**Corbett Gordon • [corbett.gordon@tonkon.com](mailto:corbett.gordon@tonkon.com) • 503.802.2150**

Corbett has over 30 years of experience representing public and private sector employers in a range of matters including their interactions with labor unions. Her practice includes defending employers before juries and agencies on a range of claims including harassment, whistleblower retaliation, trade secret and noncompetition violations, and alleged discrimination based on disability, sexual orientation, gender, race and national origin.



**Blerina Kotori • [blerina.kotori@tonkon.com](mailto:blerina.kotori@tonkon.com) • 503.802.2055**

Blerina's practice focuses on labor and employment law. She advises and represents employers in various matters, including discrimination, retaliation, FMLA/OFLA, wage and hour, harassment, noncompetition, and employment benefits. She further specializes in data privacy and security and assists companies dealing with data security breaches.



**Haley Miller Morrison • [haley.morrison@tonkon.com](mailto:haley.morrison@tonkon.com) • 503.802.2121**

Haley provides counsel to employers on a wide variety of matters including discrimination, retaliation, harassment and wage-and-hour cases, in both single plaintiff and class action litigation. She has conducted comprehensive employment practice diagnostics for national and global companies, workforce exempt classification reviews, and has provided advice on discreet issues in countless employment-related contexts.



**Darcy Norville • [darcy.norville@tonkon.com](mailto:darcy.norville@tonkon.com) • 503.802.2036**

In her business and corporate law practice, Darcy emphasizes executive compensation and employee benefits counsel. Darcy has extensive experience in a wide range of employee benefit plans and executive compensation arrangements. She provides ongoing legal advice and counsel about the establishment, maintenance, administration and termination of clients' employee benefit plans.



**Lindsay Reynolds • [lindsay.reynolds@tonkon.com](mailto:lindsay.reynolds@tonkon.com) • 503.802.2079**

Lindsay represents employers on a variety of matters including discrimination, ADA, FMLA/OFLA and other leave laws, employment benefits, and labor issues. She served as a law clerk at firms in Boston and Portland while earning her law degree, and was a legal intern for the Massachusetts Appellate Tax Board and the Department of Developmental Services in Boston.



**Scott Seidman • [scott.seidman@tonkon.com](mailto:scott.seidman@tonkon.com) • 503.802.2021**

Scott handles trial and appellate work for business clients in labor and employment cases. He also counsels businesses in labor and employment compliance. Scott has authored numerous articles and given numerous continuing legal education presentations on labor and employment subjects.