



Haley Morrison



PARTNER

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503.802.2121 direct

LEGAL SERVICES

Employment Litigation

Labor & Employment Advice

EDUCATION

J.D., *magna cum laude*, University of San Diego School of Law, 2008

Order of the Coif

B.A., The Colorado College, 2001

BAR & COURT ADMISSIONS

Oregon State Bar

State Bar of California

AWARDS & RECOGNITIONS

America's Top 100 High Stakes Litigators® – 2018-2019

The Best Lawyers in America
2020-2022, Litigation – Labor & Employment

Chambers USA: America's Leading Lawyers
2019-2021, Labor & Employment

Super Lawyers
2020-2021, Oregon Super Lawyer – Employment Litigation: Defense
2016-2018, Oregon Rising Star – Labor & Employment
2015, San Diego Rising Star – Labor & Employment

The Corporate America
2015, Legal Elite

San Diego Business Journal
2014-2015, Best of the Bar

The Daily Transcript – San Diego
2012-2014, Top Attorney – Labor & Employment
2012-2014, Top Young Attorney

Haley is a partner in the firm's Labor & Employment Practice Group. She provides counsel to employers on a wide variety of matters, with a particular focus on employment litigation in California and Oregon, in both single-plaintiff and class action contexts. Haley conducts comprehensive employment practice diagnostics for national and global companies, as well as workforce exempt classification reviews. She also provides advice on discrete issues in countless employment-related contexts.

Among her many achievements, Haley is listed in *The Best Lawyers in America*, *Chambers USA*, and *Oregon Super Lawyers*. She has also been recognized as one of America's Top 100 High Stakes Litigators® as a result of her successes defending businesses in significant class actions.

Haley's clients include: Morgan Stanley, Becton, Dickinson and Company, AMN Healthcare, Vesta, Sunshine Retirement Living, Dick's Auto Group, Asante, Brightwater Senior Living, Dragonberry Produce, Trackers Earth, and Teleperformance USA. She also regularly works with businesses selected by Y Combinator, the renowned tech incubator in San Francisco, whose companies have a combined valuation of over \$100B. Haley's Y Combinator clients include Newfront Insurance, Truepill, and Lambda School, among others.

Prior to joining Tonkon Torp, Haley worked in California for multinational law firm, Paul Hastings LLP, for seven years. As a student at the University of San Diego School of Law, Haley served as an intern in the Attorney General's Office, an extern for the Honorable Nita L. Stormes in the U.S. District Court for the Southern District of California, and as a summer associate at Paul Hastings. Before attending law school, Haley worked for the Oregon Sports Authority, where she was responsible for marketing and organization for major sporting events such as the FIFA Women's World Cup, the Dew Tour, and the U.S. Women's Soccer Fan Celebration Tour.

Representative Matters

Achieved Walk-Away Win in Statewide Class Action — As a result of early motion practice, achieved complete walk-away on California statewide class action allegations involving more than 500 engineers.

Defeated Class Certification and Prevailed on Follow-On Individual Cases — After defeating class certification in a case involving supervisors in the package delivery industry, prevailed on follow-on individual actions through motion practice and/or

PROFESSIONAL MEMBERSHIPS

American Bar Association

Multnomah Bar Association

San Diego County Bar Association

Los Angeles County Bar Association

COMMUNITY INVOLVEMENT & ACTIVITIES

Playworks Pacific Northwest

Chair, Board of Directors

Women's Foundation of Oregon

Founding Member, 2015-2016

Portland Business Alliance

Leadership Portland Class of 2017

University of San Diego

Alumni Association

Wallace Inn of Court

2010-2012

trials. After a string of victories without a single loss, the remaining individual plaintiffs dismissed their cases outright.

Summary Judgment Win Mooted Nationwide

Collective Action — Prevailed on summary judgment as to the named plaintiffs in a nation-wide independent contractor matter, thereby mooted their efforts to certify a collective action.

Attained Defense Verdict in Misclassification

Jury Trial — Attained complete defense verdict in an exempt misclassification case tried before a jury.

Achieved Dismissal of Class Action Following

Summary Judgment Victory — Authored a motion for partial summary judgment which resulted in the plaintiff voluntarily dismissing a putative class action involving hundreds of drivers, warehouse workers and front office personnel.

Defeated Misclassification Class Action —

Defeated class certification in a state-wide exempt misclassification matter regarding retail supervisors.

Multiple Summary Judgment Wins —

Achieved more than two dozen complete victories on summary judgment.

Successful Mediations —

Negotiated very favorable client results in numerous mediations, including in state- and nation-wide class actions, and single-plaintiff cases.

Achieved Asylum for Ethiopian Refugee —

Obtained asylum for an Ethiopian refugee who had suffered lifelong persecution. And, after five years of advocacy — which included leveraging support from two United States Senators and a Congressman — successfully petitioned for derivative status for her five young children.

Presentations & Publications

"Telecommuting and Flexible Work Schedules," Annual Labor & Employment Law Update, June 2021

"Department of Labor Announces Final Rule on Joint Employer Liability," Tonkon Torp Legal Update, January 2021

Podcast, "Employment Laws & COVID Considerations," Boiled Down, November 2020

"ADA Considerations Related to the Pandemic," May 2020

Panelist, "Tools to Survive the COVID-19 Economy: CARES Act SBA Loans, Employment Laws, and Corporate Issues," April 2020

"Department of Labor Announces Final Rule on Joint Employer Liability," Tonkon Torp Legal Update, January 2020

"DOL Increases Salary Basis Test for Exempt Workers," Tonkon Torp Legal Update, September 2019

"Discovery in Labor and Employment Law," Fifth Annual Labor and Employment Law Boot Camp, Oregon State Bar, June 2019

"Internal HR and ER Investigations," Annual Labor & Employment Law Update, May 2019

"Addressing & Mitigating Sexual Harassment and Discrimination in the Workplace," Nonprofit Association of Oregon, November 2018

"Ninth Circuit Limits the Use of Tip Credits," Tonkon Torp Legal Update, September 2018

"Employment Practice Liability: Coping with the Growing Risks of Workplace Misconduct," Oregon Business, June 2018

"U.S. Supreme Court Clarifies Enforceability of Class Action Waivers in Arbitration Agreements," Tonkon Torp Legal Update, May 2018

"U.S. Supreme Court Restores Status Quo for Automobile Service Advisors," Tonkon Torp Legal Update, April 2018

