

# BARRAN LIEBMAN<sup>LLP</sup>

A T T O R N E Y S

Employment | Labor | Benefits | Higher Education  
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## AMY L. ANGEL

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Amy Angel is a Partner at Barran Liebman LLP, representing public and private employers in all stages of employment litigation, including advice and compliance, administrative complaints, and trial as well as appeal. Amy works with employers of all sizes, from small local companies to national companies with operations in Oregon and in a wide-variety of industries, including construction, retail, manufacturing, agriculture, law, and health care, just to name a few. A frequent speaker, Amy addresses businesses and trade organizations on cutting-edge issues for employers. She also provides on-site trainings for human resource professionals, supervisors, and employees on a variety of employment law topics, as well as conducting internal investigations and HR Audits. Amy is listed in the *Oregon Super Lawyers* magazine, is named to the Best Lawyers list, and was recently honored as an “Up & Coming Attorney”

by *Chambers & Partners USA*. Amy spends time serving as Chair of the Board of Directors of Portland Opportunities Industrialization Center and Rosemary Anderson High School. She is also the Immediate Past President of the Multnomah Bar Foundation, and a Past Chair of the Oregon State Bar Alternative Dispute Resolution Section.

Amy has substantial experience in defending employers before the Bureau of Labor and Industries, the Equal Employment Opportunity Commission, in Oregon and Federal Courts, and under a broad range of local, Oregon, and federal employment laws, including:

- Title VII (including sex and race harassment, discrimination, and retaliation)
- The Americans with Disabilities Act (ADA) and ADA Amendments Act
- The Age Discrimination in Employment Act
- The Civil Rights Acts, including § 1981 and § 1983 claims
- The Family and Medical Leave Act
- The Fair Labor Standards Act
- First Amendment
- Whistleblowing
- Workers’ compensation, discrimination, and retaliation
- Oregon wage and hour law
- Oregon employment discrimination under Chapter 659A, including Oregon Family Leave Act, workers’ compensation, disability, and discrimination.
- Oregon breach of contract
- Oregon torts, including wrongful discharge, assault and battery, intentional infliction of emotional distress, and intentional interference with business relations.
- Oregon Sick Time
- Portland Sick Time

She frequently advises employers on a full range of employment issues, including:

- Navigating sticky leave situations, including under the Oregon Family Leave Act, Family Medical Leave Act, workers' compensation reinstatement and reemployment, the ADA, Portland Sick Time, and Oregon Sick Time.
- Engaging in the interactive process and providing reasonable accommodations for employees with disabilities
- Handling employee performance, discipline, and terminations
- Developing policies, procedures, and handbooks

Amy earned her B.A. from Cornell University and her J.D., cum laude, from Duke University School of Law and then clerked at the Multnomah County Circuit Court for the Honorable Ellen F. Rosenblum, Oregon's current Attorney General, from 2002-2004. She is admitted to practice in Oregon and before the U.S. District Court, District of Oregon. Amy is married to Portland attorney, Patrick Angel, and they have an 11-year old daughter.

### **Areas of Practice**

Compliance  
 Employment Law Advice  
 Employment Litigation  
 Handbooks  
 Higher Education Compliance  
 HR Audits  
 Social Media  
 Title IX Compliance Advice and Training  
 Workplace Investigations

### **Honors**

*Chambers & Partners USA*: Up & Coming Attorney (2017)  
*The Best Lawyers in America*: Listed (2015-present)  
*Oregon Super Lawyers Magazine*: Super Lawyer (2014-present); Rising Star (2010-2012)

### **Professional Experience & Affiliations**

Portland Opportunities Industrialization Center: Board of Directors, Chair (2017-present); Chair-Elect (2016-2017); Member (2015-present)  
 Multnomah Bar Foundation Board of Directors: Past-President (2017); President (2016); Vice President (2015); Member (2014-present); CourtCare Campaign Committee, Member (2010-2016), Chair (2012-2015); CourtCare Advisory Board, Member (2010-2013)  
 Northwest Association of Title IX Administrators: Member (2016-present)  
 Oregon Business & Industry, formerly Association of Oregon Industries: Employment Practices Steering Committee, Member (2013-present); Model Policies and Forms for Oregon Employers, Co-Editor (2015-present), Editor (2013-2014)  
 Oregon State Bar Alternative Dispute Resolution Section: Executive Committee, Past-Chair (2017); Chair (2016); Chair-Elect (2015); Member (2014-present)  
 Lake Oswego Youth Lacrosse: Girls' Youth Coach (2016-present)  
 Multnomah Bar Association: Member (2004-present)

**Professional Experience & Affiliations (continued)**

Oregon State Bar Association: Member (2004-present)  
 Oregon Women Lawyers: Member (2004-present)  
 Oregon State Bar Civil Rights Section Newsletter: Editorial Board (2008-2015)  
 Oregon State Bar Civil Rights Section: Executive Committee, Member (2007-2011); Chair (2010)  
 Oregon State Bar Association OSB New Lawyer Mentoring Committee: Mentor (2012-2013)  
 Oregon State Bar Diversity Planning Task Force, Civil Rights Committee: Representative (2010)  
 Multnomah County Circuit Court, Honorable Ellen F. Rosenblum, Portland, OR: Judicial Clerk (2002-2004)  
 U.S. District Court, Western District of Tennessee (now 6th Circuit Court of Appeals), Honorable Julia Smith Gibbons, Memphis, TN: Judicial Clerk (2001-2002)

**Representative Presentations**

Barran Liebman LLP Annual Seminar: “When an Employee Suffers a Cognitive Decline: Navigating the Forest of Leave, Accommodations & Exit Strategies,” Presenter (9/27/18)  
 Yamhill County HR Association: “Leave Compliance in the Workplace: OFLA, FMLA, ADA & Other Leave”; “Managing Social Media in the Workplace,” Presenter (6/14/18)  
 Barran Liebman Breakfast Seminar: “Beyond the Basics of Wage & Hour Law: Advanced Training for Employers,” Presenter (5/8/18)  
 Mid-Willamette Valley SHRM Meeting: “Leave Compliance in the Workplace: OFLA, FMLA, ADA & Other Leave”; “Managing Social Media in the Workplace,” Presenter (4/24/18)  
 Barran Liebman Internal CLE: “Keys to a Custom & Complete Employee Handbook,” Co-Presenter (4/10/18)  
 Oregon Workers Compensation Association (OWCA) 2018 Winter Conference: “Sick Leave Update & Navigating Workers’ Compensation Leave,” (1/23/18)  
 Oregon Prosperity Project 2017 Leadership Summit: “Allow Employers Flexibility to Manage Employees and Benefits So They Can Maintain a Productive and Safe Workforce,” Moderator (12/4/17)  
 Barran Liebman Annual Seminar: “Wrangling Sick Leave,” Presenter (10/5/17)  
 2017 WCCA Spring Seminar: “Navigating the Intersection of OFLA, FMLA, and the ADA with Workers’ Compensation Claims,” Presenter (4/11/17)  
 2017 Oregon CUPA-HR Spring Conference: “Navigating Leave as an Accommodation,” Presenter (3/31/2017)  
 Northwest Regional Primary Care Association Critical Skills for First Time Supervisors and Managers Training: “Legal Aspects of Managing Employees,” Presenter (3/22/17)  
 Oregon State Bar CLE – Mediation: Practice and Polish: “Closing the Deal,” Panelist (10/11/16)  
 Barran Liebman Annual Seminar: “Caution! Disabled Vehicle Ahead: Navigating Leave as an Accommodation,” Presenter (10/6/16)  
 American Payroll Association Heart of Oregon Chapter Meeting: “Employer Appreciation - Your ROI in Your Company's Payroll Practitioners - Penalties and How to Avoid Them,” Presenter (7/14/16)  
 OLI Annual Employment Law Update: “Out of Office: Oregon Sick Leave,” Presenter (5/10/16)  
 PPI Association & Barran Liebman LLP CEO Breakfast: “Legal Hot Topics of 2016,” Presenter (5/4/16)  
 Lewis and Clark Law School - Employment Law II: “OFLA, FMLA, and Sick Leave,” Guest Lecturer, (4/4/16)

**Representative Presentations (continued)**

- Portland Metro Payroll Association Meeting: “Legislative Update: Minimum Wage, Paystubs, Wage Theft, and More,” Presenter (3/15/16)
- Barran Liebman Breakfast Seminar: “Don’t Get Left Behind, Spring Forward with Essential OFLA/FMLA Tips & Tricks,” Presenter (3/8/16)
- Associated Oregon Loggers Annual Conference: “Oregon Statewide Sick Leave,” Presenter (1/15/16)
- Southern Oregon Employment Law Seminar: “Oregon Statewide Sick Leave,” Presenter (12/1/15)
- OSB Labor & Employment Section’s Boot Camp: “Legal Ethics,” Presenter (11/5/15)
- National Payroll Association Oregon Chapter: “2015 Legislative Update,” Presenter (10/16/15)
- Barran Liebman LLP Annual Seminar: “The Villains of Workers’ Compensation & How to Fight Them,” Presenter (9/24/15)
- AGC Oregon Columbia Chapter Summer Convention: “Oregon Paid Sick Leave,” Presenter (8/7/15)
- Central Oregon Community College: “Title IX Update,” Presenter (7/9/15)
- Barran Liebman Seminar: “Oregon Paid Sick Time,” Presenter (7/7/15)
- Oregon Law Institute: “Portland, Eugene, and Oregon State Paid Sick Leave,” Presenter (5/15/15)
- Oregon State Bar Fall Employment Law CLE Series: “Ethical Issues in Employment Practice,” Presenter, (12/2/14)
- Oregon/Council of School Attorneys Workshop: “What’s ‘Reasonable’ Under the ADA?,” Presenter (11/14/14)
- AOI Policy Forum & Legislative Reception: “Employment Issues Panel,” Presenter (11/12/14)
- Barran Liebman LLP Annual Seminar: “Sweet Child O’ Mine: Employment Issues Born from Pregnancy,” Presenter (9/25/14)
- OLI Annual Employment Law Update: “PDRx: Portland Sick Leave Dosage & Use,” Presenter (5/30/14)
- Northwest Human Resource Management Association’s 2014 Oregon HR Academy: “HR and Legal Update,” Presenter (4/29/14)
- National Electrical Contractors Association Oregon-Columbia Chapter Lunch & Learn: “Portland Sick Leave,” Presenter (1/7/14)
- BOLI’s 29<sup>th</sup> Annual Employment Law Conference: “Portland Sick Leave,” Presenter (12/5/13)
- Barran Liebman Seminar: “Portland Sick Leave Q&A Workshop,” Presenter (11/2013)
- Oregon Workers Compensation Division Educational Conference: “Untangling the Legal Web of Workers Compensation Leave, OFLA, FMLA and the ADA,” Presenter (11/2013)
- Xenium HR Seminar: “Portland Paid Sick Leave,” Presenter (11/2013)
- The Seminar Group’s 5<sup>th</sup> Annual Labor & Employment Law Conference: “Small Business and Start-Up Labor & Employment Issues,” Presenter (10/2013)
- Barran Liebman’s 1<sup>st</sup> Annual Latino Employment Law Seminar: “Hiring & Firing: Essentials and Pitfalls,” Presenter (10/2013)
- Barran Liebman LLP Annual Seminar: “Are You Ready for Portland’s Mandatory Sick Leave?,” Presenter (9/2013)
- Barran Liebman and Trupp HR Breakfast Seminar: “Leadership & Engaging Employees in Top Performance,” Presenter (9/2013)
- Barran Liebman and Trupp HR Breakfast Seminar: “Recruiting & On-Boarding Top Talent,” Presenter (8/2013)
- AGC Columbia-Willamette Chapter Summer Convention: “Top Ten Reasons Employers Get Swept Under the Current,” Presenter (8/2013)

### **Representative Presentations (continued)**

- NHRMA Oregon Human Resources Academy: “HR and Employment Law,” Presenter (3/2013)
- Governor’s Occupational Health and Safety Conference: “Drug Testing in the Workplace,” (3/2013)
- Barran Liebman LLP Breakfast Seminar: “Conducting Your Own HR Audit: Compliance, Checklists, Best Practices & More,” Presenter (3/2013)
- The Seminar Group’s Small Business Employment Law Issues Seminar. Hiring: “The Basics, The Necessary, and The Crucial,” Presenter (2/2013)
- The Seminar Group’s Fourth Annual Labor & Employment Seminar: “Small Business and Start-Up Labor & Employment Issues,” Presenter (11/2012)
- Barran Liebman LLP Annual Employment, Labor & Benefits Law Seminar: “Top 10 FMLA Mistakes Employers Still Make (& How to Stop Making Them),” Presenter (9/2012)
- HR.com* Webinar: “Bullying in the Workplace,” Presenter (7/2012)
- Northwest Human Resource Management Association HR Foundations Conference: “HR & Employment Law,” Presenter (4/2012)
- Barran Liebman LLP Breakfast Seminar: “Navigating Employment Laws for Veterans & Service Members,” Presenter (1/2012)
- Portland State University: “Domestic Violence and the Law,” Presenter (10/2011)
- Barran Liebman LLP Annual Employment and Labor Law Seminar: “Domestic Violence and the Workplace,” Presenter (9/2011)
- Portland State University Professional Development Center: “Employee & Labor Relations Course,” Presenter (5/2011)
- Labor & Employment Relations Association (LERA) Annual Conference: “Social Media in the Workplace,” Presenter (3/2011)
- Barran Liebman LLP Breakfast Seminar: “Regulating Employees’ Off-Duty Conduct: Where to Draw the Line?,” Presenter (3/2011)
- Special Districts Association’s 2010 Conference: “Drug Use in the Workplace,” Presenter (2/2010)
- International SOS: “Pandemic Flu Information Webinar,” Presenter (12/2009)
- Northwest Human Resource Management Association (NHRMA) Conference: “Planning for Flu Season,” Presenter (9/2009)
- The Seminar Group: “Drug Use in the Workplace,” Presenter (9/2009)
- Sterling Education Service: “Privacy in the Workplace & Conducting Internal Investigations and Employment Law Developments,” Presenter (4/2009)
- Barran Liebman Roundtable: “Chasing Away the Joint Employer Blues,” Presenter (2/2009)

### **Representative Publications**

- “Oregon Sick Time Updates,” *Cascade Business News*, October 18, 2017
- “Does Hurricane Harvey Trigger Family Medical Leave Laws?,” *Legal and Compliance Excellence Essentials*, October Issue 2017
- “Does Hurricane Harvey Trigger Family Medical Leave Laws?,” Barran Liebman Electronic Alert, August 29, 2017
- “Pay Equity Law Will Impact Oregon Workplaces,” *Daily Journal of Commerce*, June 22, 2017
- “Daily and Weekly Overtime in Oregon Changes Again for Workers in Mills, Factories, and Manufacturing Establishments,” Barran Liebman Electronic Alert, March 10, 2017
- “New OSHA Rules Changes Workplace Injury & Illness Reporting,” *Cascade Business News*, December 21, 2016

**Representative Publications (continued)**

- “OSHA Now Enforcing Rule Tracking Workplace Injuries and Illnesses,” Barran Liebman Electronic Alert, December 2, 2016
- “Overtime Rule Put on Hold: What’s Next?,” *HR.com*, November 24, 2016
- “OSHA Delays Enforcement of Rule Tracking Workplace Injuries and Illnesses,” Barran Liebman Electronic Alert, October 28, 2016
- “BOLI Issues New Draft Rule on Paid Sick Time,” Barran Liebman Electronic Alert, September 12, 2016
- “Making a Difference in Your Community,” *Multnomah Lawyer*, July/August 2016
- “Changes Are A Comin’: July 1 Brings Portland’s Ban the Box and Oregon’s Increased Minimum Wage,” Barran Liebman Electronic Alert, June 30, 2016
- “BOLI Issues Final Rule on Oregon’s New Minimum Wage Law,” Barran Liebman Electronic Alert, June 17, 2016
- “New Overtime Requirements: Department of Labor Announces Final Rule,” Barran Liebman Electronic Alert, May 18, 2016
- “Mandatory Sick Time Is Here,” *Cascade Business News*, January 20, 2016
- “Final Oregon Sick Time Rules, Poster and Template Notices Released,” Barran Liebman Electronic Alert, December 9, 2015
- “Mandatory Sick Time Is Almost Here,” *Daily Journal of Commerce*, November 30, 2015
- Featured in “CourtCare Protects Kids During Legal Battles,” *The Outlook Online*, June 30, 2015
- “Mandatory Sick Time for All of Oregon,” Barran Liebman Electronic Alert, Co-author, June 17, 2015; Republished by *Mondaq*, June 29, 2015
- Quoted in “Oregon Paid Sick Leave Law Enacted,” *XpertHR*, June 25, 2015
- “New Oregon Law Protects Employee Wage Discussions,” Barran Liebman Electronic Alert, June 11, 2015
- Profiled in “Marketing Success: How Did She Do That? Women Lawyers Show You How to Move Beyond Tips to Implementation,” Technology & the Law Chapter, Published by ABA Law Practice Division, Women Rainmakers, June 2015
- Featured in “Oregon Employers Brace For Minimum Wage Hike, Health Care Mandate, Legalized Marijuana, Paid Sick Leave,” *The Oregonian*, December 24, 2014
- “Protected Sick Leave Movement: Eugene’s Sick Leave Ordinance,” *Legal & Compliance Excellence Essentials*, October 2014
- “Family Medical Leave & Joint Employment: Don’t Trip Over Agency Interpretations,” *Cascade Business News*, July 16, 2014
- “CourtCare’s 11<sup>th</sup> Annual Fundraising Campaign,” *Multnomah Lawyer*, May 2014
- “Private Contractors Are Subject to SOX Retaliation Claims,” Barran Liebman Electronic Alert, March 4, 2014
- “Oregon Legislature Passes Fire Supervisor Bill,” Barran Liebman Electronic Alert, February 26, 2014
- “New Portland Protected Sick Time Website,” Barran Liebman Electronic Alert, December 9, 2013
- “Portland Protected Sick Time Poster Available,” Barran Liebman Electronic Alert, December 3, 2013
- Quoted in “Final Sick Leave Rules Have Employers Scrambling,” *Daily Journal of Commerce*, November 12, 2013
- “Final Rules Published for Portland’s Sick Leave Ordinance,” Barran Liebman Electronic Alert, November 4, 2013

**Representative Publications (continued)**

- “Oregon Employer Alert: Barran Liebman Offers Insights on Recent Legal Developments,” *XpertHR.com*, Contributor, September 23, 2013
- “Use ‘em (Individuals with Disabilities and Veterans) or Lose ‘em (Federal Contracts): New Rules Will Require Federal Contractors to Set ‘Utilization Goals’ and ‘Benchmarks’ for Hiring Disabled Workers and Veterans,” Barran Liebman Electronic Alert, August 29, 2013
- Quoted in “Portland’s City Attorney’s Office Releases Proposed Sick Leave Rules for Comment,” *XpertHR.com*, August 19, 2013
- “DOL Guidance Clarifies FMLA Rights for Same-Sex Couples,” Barran Liebman Electronic Alert, August 16, 2013
- “Portland Publishes Sick Leave Administrative Rules,” Barran Liebman Electronic Alert, August 16, 2013
- “New Law Adds Bereavement Leave to OFLA,” American Chamber of Commerce Resources HR Update, July 30, 2013
- “Scrutinize That Internship Program,” *Daily Journal of Commerce*, June 28, 2013
- “Oregon Employers May Soon Require Direct Deposit,” Barran Liebman Electronic Alert, June 19, 2013
- “CourtCare’s 10<sup>th</sup> Annual Fundraising Campaign: April 15-May 3,” *Multnomah Lawyer*, April 2013
- “Reviewing Your Employee Handbook and Work Rules: Bringing ‘At-Will’ Policies and Restrictions on Non-Work Discussions into Line with the NLRB,” Barran Liebman Electronic Alert, November 6, 2012
- Featured in “What New Law, Ruling or Regulation is Opening the Door to Litigation?,” *Portland Business Journal*, September 21, 2012
- “Other Leaves: Oregon,” *XpertHR.com*, July 2012
- “USERRA: Oregon,” *XpertHR.com*, July 2012
- “NLRB Launches Webpage to Educate Employees About Protected Concerted Activity,” Barran Liebman Electronic Alert, June 21, 2012
- “Recent Decisions,” *Oregon Civil Rights Newsletter* for the Oregon State Bar, June 2012
- “CourtCare’s 9<sup>th</sup> Annual Fundraising Campaign: April 30<sup>th</sup> – May 18<sup>th</sup>,” *Multnomah Lawyer*, May 2012
- “Managing Attendance Problems within the ADA Just Got a Little Easier,” Barran Liebman Electronic Alert, April 12, 2012
- “Recent Decisions,” *Oregon Civil Rights Newsletter* for the Oregon State Bar, March 2012
- “A Guide to Veterans’ Employment Rights,” *Daily Journal of Commerce*, November 23, 2011
- “Veterans’ Employment Rights Returning from Service,” Barran Liebman Electronic Alert, November 7, 2011
- “NLRB Postpones Requirement to Post Notice of Employee Rights,” Barran Liebman Electronic Alert, October 5, 2011
- “Spousal Abuse, Workplaces: A Bad Mix,” *Daily Journal of Commerce*, August 26, 2011
- “New Requirement to Post Notice of Employee Rights under the NLRA,” Barran Liebman Electronic Alert, August 25, 2011
- Quoted in “Un-appy: Portland-Area Lawyers Not Sold on iPhone Time-Tracking App,” *Daily Journal of Commerce’s BrieflyLegalPDX*, May 26, 2011
- “What Every Employer Needs to Know About the New ADAAA Regulations,” *Daily Journal of Commerce*, April 22, 2011
- “Recent Decisions,” *Oregon Civil Rights Newsletter* for the Oregon State Bar, December 2010
- “Recent Decisions,” *Oregon Civil Rights Newsletter* for the Oregon State Bar, August 2010
- “Recent Decisions,” *Oregon Civil Rights Newsletter* for the Oregon State Bar, March 2010

**Representative Publications (continued)**

- “Helping Keep Employers Out of Hot Water,” *Daily Journal of Commerce*, February 26, 2010
- “A Civil Rights Stampede,” *Portland Business Journal*, February 2010
- “Legal Considerations of a Pandemic Flu,” Multnomah Bar Association Website, September 2009
- “Recent Decisions,” *Oregon Civil Rights Newsletter* for the Oregon State Bar, August 2009
- “Handling Employees with Caregiving Responsibilities,” *HR.com*, June 2009
- “The ADA Amendments Act: Redefining Disability,” *OADC Fall Magazine*, 2008
- “Holiday Shutdowns Save Costs, But Watch for Legal Pitfalls,” *Portland Business Journal*, November 2008
- “What to Expect from the ADA Amendments Act,” *PHRMA Newsletter*, November 2008
- “Paternity Leave Still Underutilized in Oregon,” *Portland Business Journal*, October 3, 2008
- “Retaliation Cases Reveal Supreme Court’s View on Stare Decisis,” *Federal Bar Association Newsletter* for the District of Oregon, Summer 2008
- “Is Preemployment Drug Testing by Public Employers Constitutional?” *Oregon Civil Rights Newsletter* for the Oregon State Bar, June 2006

**Admitted to Practice**

Oregon  
U.S. District Court, District of Oregon

**Academics**

Duke University School of Law (J.D., *cum laude*, 2001): *Law and Contemporary Problems*, Staff Editor  
Cornell University (B.A., 1996)