

BARRAN LIEBMAN^{LLP}

A T T O R N E Y S

Employment | Labor | Benefits | Higher Education
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Andrew Narus advises and represents private and public entities of all sizes and industries, including higher education institutions, on a wide variety of employment issues and litigation. His practice includes employment law advice and litigation, on-site employment law training, trade secrets, non-competition agreements, departing employee disputes, workplace investigations, and appellate law. Andrew advises clients in a proactive manner, helping them construct a solid foundation upon which to build a successful workplace. When representation is necessary, Andrew's strengths are understanding his clients' needs, developing efficient and economical solutions as issues arise, and ensuring minimal distraction from the day-to-day responsibilities of managing a business or workplace.

Before joining Barran Liebman LLP, Andrew worked in healthcare litigation at a Portland law firm and spent two years at the Oregon Court of Appeals as a judicial law clerk to Judge Joel DeVore and as an interim clerk to Judge David Schuman. Additionally, he had the unique experience of serving as a Wayne Morse Summer Fellow for U.S. Senator Ron Wyden, where he collaborated with Senate staff and interest groups on federal policy.

An Oregon native, Andrew earned his B.A. in Political Science and History from Southern Oregon University with *magna cum laude* honors and earned his J.D. from the University of Oregon School of Law, where he was an editor of the *Oregon Law Review*, a tutor for the legal research and writing program, and a Bowerman Fellow in the Environmental & Natural Resources Law Center. Andrew also worked with the university's Office of Risk Management, where he gained valuable experience reviewing university policies to ensure compliance with federal and state law. Andrew is licensed to practice in Oregon and serves on a variety of committees for both the Oregon State Bar and the Multnomah Bar Association. In his spare time, Andrew enjoys playing tennis, running, exploring the Pacific Northwest, and reading.

Areas of Practice

Appellate Law

Employee Handbooks

Employment Law Advice & Litigation

Higher Education Representation

Labor Relations

On-Site Employment Law Training

Oregon and Portland Sick Time

Pay Equity

Trade Secrets, Non-Competition Agreements & Departing Employee Disputes

Social Media

Workplace Investigations

Professional Experience & Affiliations

U.S. District Court of Oregon Historical Society: Board Member (2017-present)
Oregon State Bar: Oregon Legal Heritage Interest Group, Member (2017-present)
Multnomah Bar Association: Service to the Public Committee, Member (2016-present)

Representative Presentations

Narcolepsy Network Conference 2017: “Narcolepsy and Employment: What are your rights?”
(October 29, 2017)
National Business Institute Seminar on Human Resource Law From Start to Finish: “Employee
Handbooks and Policies in the 21st Century,” Presenter (October 11, 2017)
National Business Institute Seminar on Human Resource Law From Start to Finish: “Other
Employment Laws You Need to Know,” Presenter (October 11, 2017)
Lewis & Clark College, Graduate School of Education & Counseling: “Free Speech on Campus,”
Guest Lecturer (May 30, 2017; September 20, 2017)
Willamette Law Review Symposium: Equity in Health Law, “Mental Health Treatment in Oregon,”
Presenter (February 3, 2017)

Representative Publications

“USCIS Releases Revised Form I-9, Must be Used Starting September 18,” Barran Liebman
Electronic Alert, July 27, 2017
“Reminder: New Oregon Minimum Wage Effective July 1,” Barran Liebman Electronic Alert, June
28, 2017
“Governor Signs Sweeping Pay Equity Law,” Barran Liebman Electronic Alert, June 1, 2017
“Oregon’s Anti-SLAPP Statute: A Striking Defense,” *The Verdict*, Spring 2017
“Ninth Circuit: Oregon Whistleblower Statute Applies to Internal Reports by Employees,” Barran
Liebman Electronic Alert, March 23, 2017; Republished by *LGPI Newsletter*, April 2017

Admitted to Practice

Oregon
U.S. Court of Appeals, Ninth Circuit
U.S. District Court, District of Oregon

Academics

University of Oregon School of Law (J.D., 2013): *Oregon Law Review*, Associate Editor; Merit
Scholarship Recipient
Southern Oregon University (B.A., *magna cum laude*, 2009): Outstanding Graduate in Political Science