

ANDREW M. NARUS

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Andrew Narus advises and represents public and private entities in employment matters. He takes a hands-on approach with his clients to assist them in developing effective policies and making sound employment decisions. He also works closely with clients to initiate prompt and practical responses to employee complaints, including internal investigations. When litigation is required, Andrew takes a cost-effective and proactive approach to vindicating his clients' interests and ensuring a satisfactory resolution. Andrew's strengths as an attorney are understanding his clients' needs and objectives, developing a successful litigation strategy, and avoiding unnecessary disruption of day-to-day operations. Andrew is also a member of Barran Liebman's Higher Education Practice.

Before joining Barran Liebman, Andrew worked in healthcare litigation at a Portland law firm and spent two years as a judicial law clerk to Judge Joel DeVore at the Oregon Court of Appeals. Andrew also has extensive legislative experience, having worked in the United States Senate and the Oregon Legislative Assembly.

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 worked for the Office of Risk Management. He 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, and exploring the Pacific Northwest.

Areas of Practice

Appellate Law
Employee Handbooks
Employment Law Advice & Litigation
Higher Education Representation
On-Site Employment Law Training
Pay Equity
Trade Secrets, Non-Competition Agreements & Departing Employee Disputes
Workplace Investigations

Representative Matters

Successfully defended property management firm on sexual harassment claims in an administrative enforcement action.

Obtained summary judgment on age discrimination claim in state court.

Representative Matters (continued)

Negotiated favorable and discrete settlement of claims by former chief executive officer of local non-profit organization.

Secured favorable settlement of hostile work environment and retaliation claims involving novel claims under Oregon's anti-discrimination laws.

Professional Experience & Affiliations

Multnomah Bar Association Young Lawyers Section (YLS): Service to the Public Committee, Co-Chair (2016-present)

U.S. District Court of Oregon Historical Society: Board Member (2016-present)

Oregon State Bar: Procedure & Practice Committee, Member (2018-present)

Representative Presentations

Oregon & SW Washington Association for Health Care Recruitment: "Legal Update," Presenter (November 10, 2017)

Narcolepsy Network Conference 2017: "Narcolepsy and Employment: What are your rights?," (October 29, 2017)

National Business Institute Seminar: *Human Resource Law From Start to Finish*: "Employee Handbooks and Policies in the 21st Century"; "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

"Don't Let Timekeeping Software Invite Wage Claims," *Daily Journal of Commerce*, September 21, 2017

"Brewing Restrictions on Workweek Hours at Mills, Factories & Manufacturing Establishments," *Cascade Business News*, September 20, 2017

"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; Legal Research & Writing Department, Tutor; Merit Scholarship Recipient; Wayne Morse Summer Fellow in the Office of U.S. Senator Ron Wyden; Bowerman Fellow for the Environmental and Natural Resources Law Program (2011-2013)

Southern Oregon University (B.A., *magna cum laude*, 2009): Outstanding Graduate in Political Science