

BARRAN LIEBMAN^{LLP}

A T T O R N E Y S

Employment | Labor | Benefits | Higher Education
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CHARLOTTE K. HODDE

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Charlotte Hodde works closely with employers developing workplace policies, providing proactive advice and counsel, and defending clients under a broad range of local, Oregon, California, and federal employment laws. She understands her clients' motivations and advances their priorities tenaciously. Years of lobbying before the California State Legislature make her a loyal and resourceful advocate. She balances her sharp attention to detail with an eye for the bigger picture.

In addition to her practice at Barran Liebman LLP, Charlotte has experience working for multiple judges in the United States District Court both in California and Oregon—most recently as a law clerk to the Honorable Janice M. Stewart and the Honorable Youlee Yim You. Having been trained to analyze complex cases, she now studies client stories to create the narrative that is key to a winning legal strategy.

Areas of Practice

California Compliance for Northwest Businesses
Employee Handbooks
Employment Law Advice & Litigation
Higher Education Representation
On-Site Employment Law Training
Oregon and Portland Sick Time
Sexual Harassment (Compliance, Training, Advice & Defense)
Trade Secrets, Non-Competition Agreements, and Departing Employee Disputes
Workers' Compensation
Workplace Investigations

Representative Matters

Briefed and argued motion to dismiss on behalf of hospital client that brought a quick and very favorable settlement.

Counsel for International Software Brand: Advised in acquisition of California company, and developed restrictive covenants and invention assignment agreements for transferred employees.

Counsel for Nonprofit Business: Defeated employee complaint on behalf of medical client filed with Oregon Bureau of Labor and Industries (BOLI) and US Equal Employment Opportunity Commission with claims of discrimination based on gender and use of Oregon paid sick leave. BOLI dismissed the complaint 3 days after receiving our position statement.

Counsel for Private Business: Resolved workers' compensation claim on behalf of healthcare client with a favorable settlement for one-third the value of the claim.

Counsel for Private University: Represented a liberal arts university in Department of Education Office of Civil Rights investigation regarding website accessibility.

Representative Matters (continued)

Counsel for County Government: Successfully defended government entity deposition regarding highly complex issues relating to medical leave retaliation, Americans with Disabilities Act (ADA) compliance, and protection of sensitive attorney-client privileged information.

Counsel for Public University: Represented a state university before the Oregon Court of Appeals regarding Family Educational Rights and Privacy Act (FERPA) privacy and Public Employee Collective Bargaining Act (PECBA) duties, in addition to preparing the amicus brief filed on behalf of public education institutions.

Honors

Oregon Super Lawyers Magazine: Rising Star (2018)

Oregon Law Review: Maxine Lee Award for Editorial Excellence (2012)

Professional Experience & Affiliations

Portland Human Resources Management Association (PHRMA), Member (2018-present)

Society for Human Resource Management (SHRM), Member (2018-present)

Oregon State Bar: Pro Bono Committee, Member (2017-present); Labor and Employment Section, Member (2013-present)

Multnomah Bar Association: Member (2017-present)

California State Bar: Labor and Employment Law Section, Member (2017-present)

Oregon Women Lawyers: Working Parents Subcommittee, Member (2013-present)

Civic Activities:

Boys and Girls Club of Metropolitan Portland: Associate Board, Member (2017-present), Operations Director (2017 present)

University of Oregon Law School Alumni Association: Portland Committee (2017-present)

Representative Presentations

Oregon Workers' Compensation Annual Educational Conference: "Navigating the Intersection of OFLA, FMLA & the ADA with Workers' Compensation Claims," Presenter (9/26/18)

Oregon Science Startup Forum: "How to Form a Company," Panelist (4/28/18)

Portland Human Resources Management Association (PHRMA): "Love in the Workplace: Unwanted Contact By Any Other Name Would Be Just As Offensive," (3/5/18)

Barran Liebman Client Training: "Religious Accommodation in a Religion-Sponsored Workplace," (2/2/18)

Barran Liebman Client Training: "Employment Law Essentials," (9/19/17)

CLE for Oregon State Bar Accreditation: "Oregon Legal Citation and Form," Presenter (3/20/17)

Representative Publications

"Oregon Model Policies and Forms Manual," hrsimple.com, June 16, 2018

"Actions that Firms Can Take to Respond to the #MeToo Movement," *Daily Journal of Commerce*, January 26, 2018

"Employers Prepare: OregonSaves Launching in July", Barran Liebman Electronic Alert, June 8, 2017

"Trump Ousts Labor Department's Blacklisting Rule," Barran Liebman Electronic Alert, March 28, 2017

"Minding the Difference Between Noncompetition and Nonsolicitation Agreements," *Cascade Business News*, March 23, 2017

Representative Publications (continued)

“When Weather Wreaks Havoc: An HR professional’s guide for all of those inclement weather days,” *HR.com*, March 20, 2017

“Lack of ADA Accommodation Request May Not Matter,” *Daily Journal of Commerce*, December 23, 2016

“Oregon Sick Leave Law Update,” Barran Liebman Electronic Alert, December 13, 2016

“EEOC Issues Updated Guidelines on National Origin Discrimination,” Barran Liebman Electronic Alert, November 23, 2016

Admitted to Practice

California

Oregon

U.S. District Court, District of Oregon

Academics

University of Oregon School of Law (J.D., 2013): *Oregon Law Review*, Managing Editor

Hamilton College (B.A., 2004): Dean’s List

Sea Education Association (Spring 2003): Hawaii to Tahiti on the *SSV Robert C. Seamans*