

BARRAN LIEBMAN^{LLP}

A T T O R N E Y S

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Nicole Elgin is the Law Clerk and future associate at Barran Liebman LLP, where she supports attorneys in litigation, employment advice, and labor relations practice. In addition, Nicole drafts discovery and trial motions, and reviews, revises, and improves client employment policies and handbooks. Prior to joining Barran Liebman LLP, Nicole was a judicial extern for the Honorable Michael H. Simon at the United States District Court for the District of Oregon. Nicole was also a research assistant to Professor Henry Drummonds at Lewis & Clark Law School where she researched the Trans Pacific Partnership labor provisions and non-compete agreements.

Nicole received her J.D., *cum laude*, from Lewis & Clark Law School. She served as the Managing Editor of *Lewis & Clark Law Review* and has received several honors and scholarships, including Community Service Honors, Best Oral Advocate, and the Allen Hein Memorial Scholarship, to name a few. Prior to her time at Lewis & Clark, Nicole earned her B.A. in Spanish and Political Science from the University of Washington. During her undergraduate studies, Nicole studied abroad in The Hague at several international courts, including the International Court of Justice. Nicole served as the 3L Liaison to Lewis & Clark Law School on the Multnomah Bar Association Young Lawyers Section Board. In addition to her academic and professional involvement, Nicole has served as a mentor at Rosemary Anderson High School where she helps young women discover positive stress and anger management methods, effective communication, and goal setting. Nicole speaks Spanish and is beginning to learn German in her spare time.

Representative Matters

- Handbook and policy review, including drug testing policies, new state marijuana laws, and compliance.
- Investigation of disability discrimination claims arising from a pre-employment drug screening policy.
- Defended against former employee's breach of an international agency's data security system in compliance with state consumer protection laws.
- Assisted start-up wine label regarding joint employment status and reduced potential liabilities in facility use agreement.
- Participated in the negotiation of a renewed collective bargaining agreement, focusing on National Labor Relations Act compliance and employer indemnity.
- Briefed Oregon Court of Appeals on the standard of review for an Employment Relations Board decision that directly contradicts Title IX's confidentiality requirements.
- Investigated Return of Title IV Funds (R2T4) claim where University had no obligation to issue a refund to student under Title IV and federal financial aid policies.

Honors

Lewis & Clark Law School: Best Oral Advocate (2015); Community Service Honors (2015); Honors Appellate Brief (2015); Discovery Grant Recipient (2014)

Professional Experience & Affiliations

Multnomah Bar Association: Continuing Legal Education Committee (2017-present)

Multnomah Bar Association Young Lawyers Section: 3L Liaison for Lewis & Clark School (2016-present)

Oregon Women Lawyers: Member (2014-present)

U.S. District Court of Oregon – The Honorable Michael H. Simon: Judicial Extern (2016)

Law School Admission Council (LSAC): High School/Middle School Mock Trial Volunteer (2015)

Civic Activities:

Rosemary Anderson High School: Mentor (2014-present)

Representative Presentations

Technical Assistance for Employers Program of BOLI- Recordkeeping Requirements Seminar: “OSHA’s New Rule Affects Post-Accident Drug Testing Policies,” Guest Presenter (6/22/16)

Representative Publications

“Start Building Your Professional Community: Bar Involvement as a Law Student,” *Before the Bar*, September 13, 2017

“Does Hurricane Harvey Trigger Family Medical Leave Laws?,” Barran Liebman Electronic Alert, August 29, 2017

“Employers and the Eclipse: Are You Prepared for the Path of Totality?,” Barran Liebman Electronic Alert, August 15, 2017

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

“Daily and Weekly Overtime in Oregon Changes Again for Workers in Mills, Factories, and Manufacturing Establishments,” Barran Liebman Electronic Alert, March 10, 2017

Lewis & Clark Law Review: Volume 20 No. 4, Managing Editor, January 25, 2017

“New OSHA Rules Changes Workplace Injury & Illness Reporting,” *Cascade Business News*, December 21, 2016

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

“OSHA Now Enforcing Rule Tracking Workplace Injuries and Illnesses,” Barran Liebman Electronic Alert, December 2, 2016

“A Look at the Post-Election Picture for Employers,” *Daily Journal of Commerce*, November 25, 2016

“The 2016 Election Season: Political Speech at Work,” Barran Liebman Electronic Alert, November 4, 2016

“OSHA Delays Enforcement of Rule Tracking Workplace Injuries and Illnesses,” Barran Liebman Electronic Alert, October 28, 2016

Lewis & Clark Law Review: Volume 20 No. 3, Managing Editor, October 24, 2016

“Risky Business: Employers Tracking Employees via GPS,” *Daily Journal of Commerce*, September 22, 2016

“BOLI Issues New Draft Rule on Paid Sick Time,” Barran Liebman Electronic Alert, September 12, 2016

Representative Publications (continued)

“The Ninth Circuit Sides with the NLRB, Class Action Waivers are Unlawful,” Barran Liebman Electronic Alert, August 23, 2016

“Department of Labor’s Mandatory Poster Updates,” Barran Liebman Electronic Alert, August 2, 2016

“BOLI Issues Final Rule on Oregon’s New Minimum Wage Law,” Barran Liebman Electronic Alert, June 17, 2016

“OSHA’s New Rule Affects Post-Accident Drug Testing Policies,” Barran Liebman Electronic Alert, June 20, 2016

Academics

Lewis & Clark Law School (J.D., *cum laude*, 2017): Cornelius Honor Society; *Lewis & Clark Law Review*, Managing Editor; Research Assistant to Professor Henry Drummonds (2015-2016); Minta Hicks Newell Memorial Scholarship Recipient; Candise DuBoff-Jones Scholarship Recipient; Allen Hein Memorial Scholarship Recipient

University of Washington (B.A., 2014): Dean’s List; Fritz Scholarship Recipient; Barbara McMahon Scholarship Recipient; Associated Students for the University of Washington, Senator