



A T T O R N E Y S

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**MISSY C. OAKLEY**

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Missy Oakley defends employers and management in a variety of employment matters, while serving as proactive counsel to guide management decisions and address legal concerns before they arise.

Missy graduated, *magna cum laude*, with a B.S. in Business Administration from Northwestern State University, where she played varsity soccer, and during her senior year, was part of a defense that helped NSU have a program-record 10 shutouts.

Following her undergraduate studies, she received her M.B.A. from Louisiana Tech University. After five years of experience in industrial sales, Missy graduated Order of the Coif from the Paul M. Hebert Law Center at Louisiana State University, where she served as a Senior Associate and Issue Editor for the *Louisiana Law Review*. She also received numerous CALI (The Center for Computer-Assisted Legal Instruction) Awards for achieving the highest grade in four different courses.

Before moving to Portland to join the Barran Liebman team, Missy diversified her experience, serving as a Law Clerk for Honorable David C. Joseph of the U.S. District Court for the Western District of Louisiana, as a Student Clinician for Louisiana State University’s Immigration Law Clinic, and in a number of private practice, externship, and research roles.

**Representative Matters**

Counsel for Regional Bank: Represented regional bank against claims alleging age and race discrimination and retaliation, OFLA discrimination, whistleblower retaliation, and wrongful termination.

Counsel for Portland Landmark: Represented Portland landmark in defense against BOLI charge alleging claims for failure to engage in the interactive process, failure to provide a reasonable accommodation, and disability retaliation.

Counsel for Healthcare Provider: Represented healthcare provider against claims alleging OFLA and FMLA interference, discrimination, and retaliation; gender, race, and pregnancy discrimination; disability discrimination and retaliation; Oregon Sick Leave retaliation; and wrongful termination.

Counsel for Local Non-Profit Organization: Obtained dismissal of BOLI charge alleging sex discrimination, retaliation, failure to accommodate, OFLA interference, and workers’ compensation discrimination.

Counsel for Private Employer: Represented private employer against claims alleging discrimination, retaliation, and wrongful discharge.

Counsel for Local Corporation: Represented local corporation in defense against BOLI charge alleging violation of Oregon Equal Pay Act.

Counsel for Private Employer: Represented private employer against claims alleging wage and hour law violations; represented client in mediation; negotiated favorable settlement.

**Representative Matters (continued)**

Counsel for Private Business: Advised employer on engaging in the interactive process and providing reasonable accommodations for employee with disability.  
 Drafted employer memos outlining various issues related to remote work by out-of-state employees.  
 Reviewed numerous client handbooks to ensure compliance with state and federal laws.

**Areas of Practice**

Compliance Advice  
 Employee Handbooks  
 Employment Law Advice & Litigation  
 Higher Education Representation  
 On-Site Employment Law Training  
 Policy Advice & Preparation  
 Remote Work  
 Sexual Harassment (Compliance, Training, Advice & Defense)  
 Social Media  
 Wage & Hour

**Honors**

Louisiana State University Paul M. Hebert Law Center: CALI (The Center for Computer-Assisted Legal Instruction) Award Recipient for Civil Procedure; Business Associations I; Sales & Real Estate Transactions; and Immigration

**Professional Experience & Affiliations**

DoveLewis Wet Nose Soirée Auction Committee: Member (2023)  
 Multnomah Bar Association Young Lawyers Section: Pro Bono Committee, Member (2021-present);  
 Wills for Heroes Subcommittee (2022-present); Member (2021-present)  
 American Bar Association: Member (2021-present)  
 Oregon Women Lawyers: Member (2021-present)  
 SMART Lawyers for Literacy Campaign: Team Captain (2022-present)  
 U.S. District Court for the Western District of Louisiana: Law Clerk to Hon. David C. Joseph (2020-2021)  
 Louisiana State University Paul M. Hebert Law Center Immigration Law Clinic: Student Clinician (Spring 2020); Academic Tutor for 1L Contracts (Fall 2018, Fall 2019); Research Assistant (Spring 2019)  
 Private Practice: Summer Associate (June 2019-August 2019)  
 Private Practice: Summer Associate (May 2019-June 2019)  
 U.S. District Court for the Middle District of Louisiana: Judicial Extern to Hon. Erin Wilder-Doomes (Fall 2018)

**Representative Publications**

“U.S. Federal Trade Commission Bans Non-Competition Clauses,” Barran Liebman Electronic Alert, April 24, 2024  
 “DOL Increases Salary Requirements for White-Collar & HCE Exemptions,” Barran Liebman Electronic Alert, April 23, 2024  
 “More Changes to Washington Paid Sick Leave,” Barran Liebman Electronic Alert, April 18, 2024  
 “U.S. Supreme Court Holds That a Lateral Transfer May Be Discrimination Under Title VII,” Barran Liebman Electronic Alert, April 17, 2024

**Representative Publications (continued)**

- “So, You’re Hiring a Summer Intern...What About Payment?” *Daily Journal of Commerce*, March 22, 2024; Republished in *New England Biz Law Update*, April 2, 2024
- “How a New Oregon Law Affects an Existing One That Covers Sick Time,” *Daily Journal of Commerce*, August 1, 2023
- “DOL Guidance Regarding FMLA Leave, Counting Holidays,” *Oregon Business Report*, June 6, 2023
- “DOL Publishes Guidance Regarding FMLA Leave & Counting Holidays,” Barran Liebman Electronic Alert, June 1, 2023
- “Supreme Ct. Weighs in on Salary Basis Requirement for Exempt Employees,” *Oregon Business Report*, March 6, 2023
- “Supreme Court Weighs in on Salary Basis Requirement for Exempt Employees,” Barran Liebman Electronic Alert, March 2, 2023
- “Employee Termination Best Practices: Exit Interviews & Final Paychecks,” *Daily Journal of Commerce*, February 22, 2023
- “New Year’s (Workplace) Resolutions for 2023,” *Daily Journal of Commerce*, December 23, 2022
- “EEOC Releases Updated ‘Know Your Rights’ Poster,” Barran Liebman Electronic Alert, October 24, 2022
- “Some Employees Covered by CBAs No Longer Exempt from Oregon Sick Time Law,” *Oregon Business Report*, October 3, 2022
- “Certain Employees Covered by CBAs No Longer Exempt from Oregon Sick Time Leave,” Barran Liebman Electronic Alert, September 28, 2022
- “Returning to the Workplace & ADA Compliance,” *Cascade Business News*, August 17, 2022
- “Oregon’s Equal Pay Act Exclusion of Incentive Payments Set to Expire September 28,” Independent Electrical Contractors Association *Employers News*, August 1, 2022
- “DOL Releases New FMLA Mental Health Resources,” Barran Liebman Electronic Alert, June 13, 2022
- “Oregon OSHA Encourages Employers to Take a ‘Safety Break’,” *Daily Journal of Commerce*, April 22, 2022
- “Equal Pay Act Case and How it Relates to Oregon Law,” *Oregon Business Report*, April 7, 2022
- “USWNT Settlement: A Reminder for Oregon Employers to Keep Their Head in the Game,” Barran Liebman Electronic Alert, March 9, 2022
- “Employee Handbook 2022: Policies Companies With Hybrid Workplaces Should Consider,” *HR.com*, February 28, 2022
- “Employers Must Notify Employees About Earned Income Tax Credit,” *Oregon Business Report*, January 27, 2022
- “Employers Must Notify Employees About the Earned Income Tax Credit,” Barran Liebman Electronic Alert, January 25, 2022
- “Out with the New, In with the Old: FLSA Rule Rescinded,” *Daily Journal of Commerce*, September 24, 2021

**Admitted to Practice**

Oregon

Louisiana

Texas

U.S. District Court, District of Oregon

**Academics**

Louisiana State University Paul M. Hebert Law Center (J.D./D.C.L., Order of the Coif, 2020):  
Senior Associate and Issue Editor, *Louisiana Law Review*

Louisiana Tech University (M.B.A., 2012)

Northwestern State University (B.S. in Business Administration, *magna cum laude*, 2010): Varsity  
Soccer (2006-2010)