

BARRAN LIEBMAN^{LLP}

A T T O R N E Y S

Employment | Labor | Benefits | Higher Education
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Wilson Jarrell advises and represents employers and management on a wide range of employment issues. He proactively counsels management in developing effective workplace policies, and works closely with clients to ensure satisfactory resolution when the need for litigation arises. Additionally, Wilson frequently serves as a workplace investigator, regularly conducting investigations into allegations of employee misconduct, harassment, discrimination, retaliation, or other sensitive issues.

Wilson understands that the business needs and goals of his clients are paramount, and thus focuses on providing reliable, efficient, creative, and tailored solutions to each individual problem that may arise. By quickly developing an understanding of his clients' unique businesses, he is able to provide responsive, solution-oriented advice and representation that gets clients back to doing what they do best: running their business.

Prior to joining Barran Liebman, Wilson externed for the Honorable Marco A. Hernandez, and clerked for the Office of Lincoln County Legal Counsel. He graduated from the University of Oregon School of Law, third in his class, where he was elected to Oregon Law's Order of the Coif for his outstanding commitment to academic excellence. Wilson received his B.A., *magna cum laude*, in Mathematics from Humboldt State University, which nurtured his love of creative problem-solving. Throughout the duration of his legal education, Wilson was highly active in the community, serving as both an Environmental and Natural Resource Fellow and the Co-Director of the Public Interest Environmental Law Conference. Wilson remains active in his community today, serving as a Board Member for the Federal Bar Association Oregon Chapter and as Co-Chair of the Service to the Public Committee for the Multnomah Bar Association Young Lawyers Section.

Representative Matters

Counsel for a Local County: Served as lead investigator into cross-complaints involving senior management regarding claims of racial discrimination, intimidation, hostile work environment, and retaliation

Counsel for a State Agency: Conducted multiple investigations regarding claims of discrimination, hostile work environment, harassment, and retaliation

Counsel for a Local County: Conducted investigation regarding claims of sexual harassment, discrimination, hostile work environment, and racial discrimination

Counsel for a Local Special District: Conducted investigation regarding employee misconduct and retaliation

Counsel for a Private Corporation: Represented local company in response to employee complaints of disability discrimination filed with the Oregon Bureau of Labor and Industries

Counsel for Local Financial Institution: Represented Pacific Northwest bank in lawsuit alleging whistleblower retaliation and wrongful termination

Representative Matters (continued)

Counsel for an International Shoe Company: Drafted confidentiality and non-disclosure agreements for company-wide use

Counsel for a Higher Education Institution: Conducted independent contractor audit in response to individuals working as both employees and independent contractors

Counsel for a Local Private Corporation: Advised on termination of executive officer

Counsel for a Large International Corporation: Advised on compliance with federal and state regulations specific to substance abuse testing

Counsel for a Large Oregon Brewery: Advised on Paid Time Off policies and compliance with Oregon Sick Leave laws

Counsel for a Private Company: Advised on independent contractor classification issues and drafted independent contractor agreement

Counsel for a Non-Profit: Advised on long-term disability and scope of applicable exemptions from various laws and regulations for a religious organization

Areas of Practice

Compliance Advice

Data Breach Prevention & Response

Employee Handbooks

Employment Law Advice & Litigation

Higher Education Representation

Labor Relations

On-Site Employment Law Training

Pay Equity

Remote Work

Social Media

Wage & Hour

Workplace Investigations

Professional Experience & Affiliations

Oregon State Bar: Labor & Employment Executive Committee (2024-present)

National Association of College & University Attorneys (NACUA): Member (2023-present)

Federal Bar Association Oregon Chapter: Board Member (2021-present); Member (2021-present)

Multnomah Bar Association Young Lawyers Section: Board of Directors (2022-present); Board Liaison to the CLE Committee (2022-present); Service to the Public Committee, Co-Chair (2021-2022); Member (2018-present)

Honorable Judge Marco A. Hernandez: Legal Extern (2017)

Earthjustice Northwest Regional Office: Law Clerk (2017)

Office of Lincoln County Legal Counsel: Legal Intern (2016)

Representative Presentations

Barran Liebman Webinar: “Paper Trail to Success: Navigating Employee Discipline, Discharge & Documentation,” Presenter (4/9/24)

Association of Legal Administrators (ALA) Oregon Chapter: “Legal Updates & Best Practices for Employers in 2024,” Presenter (2/7/24)

CUPA-HR Fall Conference: “Ensuring Fair Practices: Navigating Employee Discipline, Discharge & Documentation,” Presenter (10/27/23)

Representative Presentations (continued)

- Barran Liebman Annual Seminar: “Multi-State Monorail: Wage & Hour Considerations for a Divided Workforce,” Presenter (9/28/23)
- American Payroll Association Heart of Oregon Chapter: “Legislative Update,” Presenter (8/10/23)
- Portland Human Resource Management Association (PHRMA) Legal Update: “A New Wave of Wage & Hour Litigation: Key Compensation Considerations,” Presenter (6/8/23)
- Barran Liebman Webinar: “Telework Toolkit: Policy Essentials & Multi-State Considerations for Employers,” Presenter (4/4/23)
- Barran Liebman Webinar: “Washington State Employment Law Update,” Presenter (10/18/22)
- Barran Liebman Annual Seminar: “Preventing Remote Work Drag: Compliance Considerations & Remote Work from Other States,” Presenter (9/29/22)
- American Payroll Association Heart of Oregon Chapter: “An Update on What Payroll Professionals Need to Know About the 2022 Oregon Legislation & Remote Work from Other States,” Presenter (6/9/22)
- Rogue Valley SHRM May Legal Seminar: “Remote Worker Policy Essentials,” Presenter (5/18/22)

Representative Publications

- “Why 2024 is the Year to Write It Down: The Importance of Employer Documentation & Discipline,” *Cascade Business News*, February 7, 2024
- “Wage & Hour: Ensuring Compliance in a Remote Workplace,” *HR.com* Legal & Compliance Excellence Issue, August 31, 2023
- “New Guidance on AI Use in HR Processes,” *Cascade Business News*, August 2, 2023
- “Updated Notice for Employers Conducting Background Checks,” *Oregon Business Report*, April 6, 2023
- “Updated ‘Summary of Rights’ Notice Required for Employers Conducting Background Checks,” Barran Liebman Electronic Alert, April 5, 2023
- “Washington Cares Rolls Out New Exemptions & Clarifies Employers Responsibilities,” Barran Liebman Electronic Alert, October 17, 2022
- “New Seattle Independent Contractor Requirements in Effect,” Barran Liebman Electronic Alert, October 5, 2022
- “With Remote Work Here to Stay, Company Policies Should be Created,” *Daily Journal of Commerce*, June 24, 2022
- “Substance Abuse & the Workforce in the Era of COVID-19,” *Oregon Paralegal Association Program*, June, 2022
- “Substance Abuse in the Era of COVID-19,” *HR.com* Legal & Compliance Excellence Issue, April 2022
- “Legislature Ends Agricultural Worker Overtime Exemption,” *Natural Resource Report*, March 7, 2022
- “Oregon Legislature Approves End to Agricultural Worker Overtime Exemption,” Barran Liebman Electronic Alert, March 4, 2022
- “New #MeToo Law Prohibits Enforcement of Arbitration Provisions for Workplace Sexual Assault Claims,” Barran Liebman Electronic Alert, March 4, 2022
- “SB 1514 Extends Pay Equity Exceptions,” Barran Liebman Electronic Alert, March 1, 2022
- “Washington Delays Premium Assessment for WA Cares Fund,” Barran Liebman Electronic Alert, December 17, 2021

Representative Publications (continued)

- “Now is the Time to Update Your Policies: Best Practices for Responding to Complaints & Conducting Remote Workplace Investigations,” Barran Liebman Electronic Alert, November 18, 2021
- “Oregon OSHA Updates its COVID-19 Rule to Include Medical Relief Benefits for Healthcare Workers,” Barran Liebman Electronic Alert, September 16, 2021
- “It’s Back-to-School Time: Employer Considerations for Working Parents,” *Daily Journal of Commerce*, August 27, 2021
- “Safety First – Time to Check on Your Safety Committee,” *Cascade Business News*, June 24, 2021
- “OSHA Reverses Workplace Rule on Recording Vaccination Reaction,” *Oregon Business Report*, May 27, 2021
- “OSHA Reverses Guidance on Recording Adverse Reactions to COVID-19 Vaccination,” Barran Liebman Electronic Alert, May 25, 2021
- “New CDC Guidance Provides Recommendations for Fully Vaccinated People,” Barran Liebman Electronic Alert, March 8, 2021
- “Happy New Year! It’s Time to Review Policies & Procedures for Workplace Complaints,” Barran Liebman Electronic Alert, January 5, 2021
- “Navigating Religious Expression & Expanded Workplace Protections,” *Daily Journal of Commerce*, December 25, 2020
- “Drug and Alcohol Policies in the Time of COVID,” Featured by HRsimple, September 22, 2020
- “Workplace Drug & Alcohol Policies in the Era of COVID-19,” Barran Liebman Electronic Alert, August 24, 2020
- “Total Recall: Returning to the Office after COVID-19,” *Cascade Business News*, June 17, 2020
- “Ninth Circuit Further Clarifies FCRA Requirements,” Barran Liebman Electronic Alert, April 24, 2020
- “Layoffs & Mandatory Closures: What Employers Need to Know & Consider,” Barran Liebman Electronic Alert, March 18, 2020
- “Employer Drug Policies in the Era of CBD,” *Cascade Business News*, December 18, 2019
- “Learn a Lesson from Scrooge – Be Sure Not to Overwork Young Employees,” Barran Liebman Electronic Alert, December 2, 2019
- “OSHA Distracted Driving: Best Practices for Employer Policies,” Barran Liebman Electronic Alert, October 30, 2019
- “Highway to the Danger Zone: Employee Background Checks,” *Daily Journal of Commerce*, July 25, 2019
- “Recent Developments in Employment & Labor Law,” *ABA TIPS Law Journal*, Co-Author, July 2019
- “Navigating the Minefield of Employee Background Checks,” *Cascade Business News*, June 19, 2019
- “Shutdown Halts E-Verify. Now What?,” *Oregon Business Report*, January 9, 2019
- “E-Verify Program Suspension: What Does It Mean For Employers?,” Barran Liebman Electronic Alert, January 8, 2019
- “Disability Accommodation: A Compliance Reminder,” *New Orleans City Business*, October 26, 2018
- “Disability Accommodation: A Compliance Reminder,” *Daily Journal of Commerce*, October 25, 2018
- “Breaking the ICE: Workplace Audits Are on the Rise,” *Daily Journal of Commerce*, September 28, 2018
- “Still Spinning: A Look at the Federal Legal Landscape of Offshore Wind Energy in the United States,” *Sea Grant Law and Policy Journal*, Volume 9:1, 2018

Admitted to Practice

Oregon

Washington

U.S. District Court, District of Oregon

U.S. Court of Appeals, Ninth Circuit

Academics

University of Oregon School of Law (J.D.): Order of the Coif; Environmental and Natural Resources Fellow; Legal Research and Writing Tutor for Prof. Megan McAlpin; Public Interest Environmental Law Conference Co-Director; Green Business Initiative: Finance Chair; Law and Entrepreneurship Student Association for Law & Intellectual Property and Land Air Water: Member

Humboldt State University (B.A., *magna cum laude*)