

MEET THE SPEAKERS



CLEM BARNES, PARTNER

Seattle Office | clem.barnes@millernash.com

Clem Barnes is Miller Nash Graham & Dunn's senior Labor & Employment attorney. He advises and represents employers. In addition, he serves as a mediator and arbitrator in employment and other civil litigation matters. Clem has a general litigation background, but for the past 30 years Clem has concentrated on labor and employment law, including employment law compliance and litigation, union-management issues, employee discipline and termination, employment discrimination, sexual/racial harassment, wage and hour compliance and litigation, government contractor obligations and employment contracts (including non-compete agreements).

An active speaker and writer on employment law topics, Clem has litigated at every level of the state and federal court systems, including the U.S. Supreme Court.



ERIN BURRIS, ASSOCIATE

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Erin Burris is an associate in the firm's employment and education practice groups, representing public and private entities, including higher education institutions, k-12 institutions, public school districts, and private schools. Her education practice includes defending clients in litigation and advising on issues including student rights and discipline, Title IX of the Education Amendments, Individuals with Disabilities Education Act, Title VI of the Civil Rights Act, and an array of statutes affecting faculty and students. Erin's employment practice includes advice and litigation related to wage-and-hour, discrimination, retaliation, wrongful termination, and other tort claims.

Before joining Miller Nash Graham & Dunn, she worked as a staff attorney at Learning Rights Law Center where she practiced education law, with a focus on special education matters and disability discrimination cases under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act, and the Americans with Disabilities Act. She also served as a judicial clerk to Justice Susan Owens of the Washington State Supreme Court, where she gained broad knowledge of Washington law through her work on a variety of civil and criminal cases.

2020 Employment Law Seminar

MEET THE SPEAKERS



JEFF CHICOINE, PARTNER

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Jeff Chicoine is a partner who has long-represented public and private employers in labor relations and employment matters. Jeff's labor relations practice includes substantial experience with at-the-table labor negotiations. He bargains for private employers and on behalf of public agencies for both their strike-permitted and strike-prohibited units. He also represents employers in grievance arbitrations, interest arbitrations, union-organizing drives, representation petitions, unfair labor practice complaints, and civil service cases.

Jeff has handled over 100 arbitrations or administrative hearings as an advocate or administrative judge. He served as an administrative judge for three years with the Oregon Employment Relations Board and then under contract for other public agencies, providing him with invaluable insight when preparing and presenting cases.

More recently, Jeff has been representing single and multi-employer benefit plans in large scale litigation in various forums. Clients continue to depend on Jeff's extensive experience on a broad range of employment law matters, including discrimination, harassment, wrongful discharge, trade secret, noncompetition agreements, wage-and-hour, severance, and other employment issues.

He has successfully defended employers in matters including wage-and-hour class actions, wrongful discharge, discrimination, and harassment claims. Jeff also pursues and defends against injunction actions. With his expertise in administrative law, he also assists clients in dealing with state and federal government agencies in non-employment matters.

MEET THE SPEAKERS



JENNIFER DIVINE, PARTNER

Seattle Office | jennifer.divine@millernash.com

Jennifer Divine joined Miller Nash Graham & Dunn as a partner in December 2012. Jennifer has over twenty years of experience defending and advising public and private employers in a wide range of cases, including discrimination, sexual harassment, wrongful discharge, whistleblower/retaliation, and wage-and-hour claims. She counsels clients on a variety of employment law issues, such as executive contracts and compensation, severance agreements, noncompetition and nonsolicitation restrictions, disability accommodations, FMLA and other leave rights, and misconduct investigations.

Jennifer regularly speaks to client and professional groups on employment issues and best personnel practices, and provides individualized training to managers, supervisors, and other employees to help avoid problems that lead to litigation, and reduce the time and expense of resolving employee lawsuits.

Jennifer focuses a large part of her practice on educational institutions, advising on staff and student employment, faculty tenure, grievances, student conduct and discipline, Title IX policies and investigations, threat assessment and behavior intervention, FERPA, public-records, accreditation, regulatory and nonprofit compliance, bylaws, policy handbooks, and other shared governance issues. Jennifer understands the public relations aspects of an institution's decisions and is adept at assisting boards and administrators in balancing the needs and interests of the various constituencies they serve.



DREW DUGGAN, ASSOCIATE

Seattle Office | drew.duggan@millernash.com

Drew Dugan is an attorney with the Miller Nash Graham & Dunn litigation team. Since joining the firm, Drew has litigated a wide variety of commercial matters, including construction and commercial contract disputes, real property and landlord tenant issues, maritime and admiralty claims, and administrative law matters with a particular focus on Washington's cannabis industry. Drew has successfully represented clients in matters ranging from jury trials to civil and administrative hearings and mediations.

MEET THE SPEAKERS



CODY ELLIOTT, PARTNER

Portland Office | cody.elliott@millernash.com

Cody Elliott is a litigator in the firm's employment law and labor relations and education law practice teams. He has experience resolving a wide variety of employment and commercial disputes, including cases involving Oregon's whistleblower statutes, federal and state discrimination statutes, and constitutional issues such as free speech, due process, and equal protection. Cody has represented clients in arbitration, mediation, administrative hearings, at trial in state and federal court, and on appeal in the Oregon Court of Appeals and the Ninth Circuit.

Cody also has experience conducting impartial workplace investigations into allegations of employee misconduct, discrimination, retaliation, and other confidential matters. Clients look to him to conduct efficient, well-planned, and factual investigations and to thoroughly analyze the evidence, provide concise written findings, and provide appropriate recommendations for improving workplace policies and procedures.



KELLEN HADE, PARTNER

Seattle Office | kellen.hade@millernash.com

Kellen Hade is a partner in the litigation practice group. Kellen partners with clients to solve commercial and employment matters, such as breaches of contract, breaches of fiduciary duty, copyright infringements, trade secret misappropriations, and class actions. Kellen has particular expertise negotiating and resolving disputes about noncompetition, nonsolicitation, and nondisclosure agreements. He works with clients in a variety of industries, including technology, banking, and real estate.

Kellen takes a thoughtful approach to solving problems. He works with clients and the opposing side to solve the problem early and efficiently. When litigation can't be avoided, Kellen is an experienced advocate and represents clients in state and federal courts and arbitration, including first-chair experience and appellate practice.

2020 Employment Law Seminar

MEET THE SPEAKERS



NAOMI HASLITT, PARTNER

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Naomi Haslitt is a partner on the firm's employment law and labor relations and education law practice teams. Naomi advises and defends public and private employers in all areas of employment and labor law, regularly counseling employers on day-to-day personnel issues and providing training to managers and employers. She supports organizations in developing compliance- and governance-related employment policies and practices, including federal and state regulatory compliance, and handling employment issues arising in complex business transactions, including mergers and acquisitions.

Naomi defends claims against entities for employment discrimination, disability discrimination and accommodation, wrongful discharge, and wage-and-hour, as well as other tort claims, in litigation and administrative agency proceedings. Naomi has obtained defense verdicts and decisions in numerous trials and arbitrations. She also represents both private and public employers on traditional labor issues, including arbitrating grievances, addressing unfair-labor-practice charges, and advising on collective bargaining agreements and the collective bargaining process. Naomi's board and business experience provides special insight into the practical issues that face both businesses and educational institutions.

Naomi has extensive experience in advising public and private higher education institutions and public school districts on issues relating to employment, accommodation under state and federal law, students, and other federal and state compliance. She is a regular speaker at both the national and state level for education organizations, providing trainings on issues such as implicit bias, bullying, addressing faculty misconduct, and how to conduct effective investigations.

MEET THE SPEAKERS



RICHARD LENTINI, PARTNER

Seattle Office | richard.lentini@millernash.com

The majority of Rick Lentini's practice is litigation-related with an emphasis on employment law, often focused on discrimination or harassment, employment policies and agreements, workplace injuries, and safety. The remainder of his litigation practice is commercial litigation, both trial and appellate, with considerable experience in auto-dealer law, product liability, and asbestos litigation. Rick also provides counsel to businesses and executives regarding contracts, compliance, and strategic decisions.

Representing both employers and employees in courts throughout the state of Washington, Rick has taken numerous cases to trial, both jury and nonjury, and has obtained verdicts for both defendants and plaintiffs. Rick believes his experience on both sides of employment disputes has given him a more thorough understanding of the dynamics of employment litigation and enabled him to achieve positive results in an efficient manner. As a counselor to clients who wish to avoid litigation, Rick frequently helps businesses through workplace, consumer, and transactional conflicts and conducts training seminars for human resources and management personnel. He has developed particular expertise in the auto industry, representing dealers in manufacturer, consumer, and employee relations. He also conducts Finance & Insurance compliance training.

Rick maintains a mediation practice and is available to serve as a neutral arbitrator or mediator in all types of disputes. His experience representing both plaintiffs and defendants in employment litigation makes him a particularly effective mediator.



KATIE LOBERSTEIN, ASSOCIATE

Seattle Office | katie.loberstein@millernash.com

Katie Loberstein is an attorney on the Miller Nash Graham & Dunn litigation team. Katie has experience defending clients in litigation before state and federal courts against a wide range of claims, including labor and employment disputes, higher education issues, business disputes, and consumer actions. Katie also provides guidance to clients on a variety of employment-related issues, including leave law compliance, disability accommodation, and termination issues.

MEET THE SPEAKERS



SOUVANNY MILLER, ASSOCIATE

Portland Office | souvanny.miller@millernash.com

Souvanny Miller is an associate on the firm's education team. She has experience advising universities, community colleges, public school districts, education service districts and municipalities in a wide variety of areas including regulatory compliance, constitutional law, and public records and public meetings law. She has helped various education institutions to develop Title IX sexual harassment policies. Souvanny understands and appreciates how legal decisions and strategies will impact the goals of mission-driven public entities and strives to provide her clients with practical solutions.

Souvanny has also represented public entities and private clients in arbitrations, administrative proceedings, in Oregon circuit courts, and before the Oregon Court of Appeals. After law school, Souvanny served as a law clerk for the Oregon School Boards Association where she assisted staff attorneys in advising school boards and superintendents by conducting legal research, updating model policies consistent with changing laws and regulations, and writing case law summaries.



RYAN NISLE, PARTNER

Vancouver Office | ryan.nisle@millernash.com

Ryan Nisle is a partner in the business department and focuses his practice primarily on tax and business law, with an emphasis on partnership and corporate tax, state and local taxation, executive compensation, international taxation, and tax incentives related to energy and affordable housing. Ryan advises both alcoholic beverage and cannabis-related businesses on corporate structures and ownership agreements to advance their business plans, with an emphasis on tax planning, and assists clients in these industries in defending assessments of excise tax.

There is no shortage of interesting tax issues that arise from the unique tax structures of Oregon and Washington. Ryan has assisted clients both with resolving state and local tax controversies and with planning and structuring client operations to best meet his clients' business needs, including navigating Oregon's income and property taxes and Washington's sales and use and Business and Occupation (B&O) taxes.

In the area of executive compensation, Ryan assists clients in navigating the increasingly complex tax rules applicable to executive compensation and equity awards, including compliance with Internal Revenue Code Section 409A. Ryan has assisted clients in designing multifaceted equity compensation plans, as well as deferred compensation plans for current and incoming executives.

2020 Employment Law Seminar

MEET THE SPEAKERS



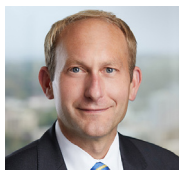
JOLLEE PATTERSON, PARTNER

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Jollee Patterson is a partner on the employment, education, and public entities teams. With more than 25 years of legal experience, she works with a wide range of education and public institutions, including public and private universities, community colleges, school districts, private schools, special districts, and other public entities. She supports clients in a wide variety of areas including employment, Title IX and other civil rights, constitutional issues, governance, public meetings and records, compliance audits, and policies and procedures. Jollee also serves as an investigator, trainer, and mediator.

Jollee spent 16 years as the General Counsel for a major urban school district, during which time she served on the superintendent's executive cabinet and was the Secretary to the Board of Education for 13 years. Jollee has significant experience resolving complex and highly sensitive issues within a political and public environment.

MEET THE SPEAKERS



MIKE PORTER, PARTNER

Portland Office | mike.porter@millernash.com

Michael Porter is a partner in the employment law and labor relations and education law practice teams. He works with public and private employers in all areas of labor and employment law, providing strategic advice and counsel to address and reduce risk of employment claims in light of the overall goals of the employer.

Mike's employment work includes the defense of complex employment matters such as wage-and-hour class actions; trials centering on employment discrimination, retaliation, and whistleblower claims; and litigation of constitutional claims asserted against public entities such as those involving the First Amendment, including speech and religious freedom cases and procedural and substantive due process and other constitutional claims. Mike represents employers dealing with traditional labor issues, ranging from negotiating with unions, arbitrating grievances, and representing employers in matters involving the National Labor Relations Act and the Oregon Public Employee Collective Bargaining Act.

Mike's practice also focuses on serving public school districts, private schools, and higher education institutions on issues involving employment, including tenure issues, student rights and discipline, education programs, and federal and state regulatory compliance. Through this work, Mike has tried lawsuits and has addressed issues through the Office for Civil Rights (OCR) and other regulatory bodies, including extensive negotiations with OCR and the United States Department of Justice to obtain favorable resolution terms for institutions. This education-related work has encompassed litigation, advice, and counsel under Title IX of the Education Amendments, Section 504 of the Rehabilitation Act, the Americans With Disabilities Act, the Fair Housing Act, and Title VI of the Civil Rights Act, as well as constitutional issues such as public-forum restrictions and equal protection restrictions on consideration of race or other protected status in educational programs. Mike's practice encompasses litigation and providing practical strategies that educational institutions must consider while advancing their unique educational missions.

Mike regularly undertakes speaking engagements and provides training to clients and to industry groups. Mike's presentations include employment- and education-related topics for the National Association of College and University Attorneys, the National School Boards Association Council of School Attorneys, the Oregon Chapter of the College and University Professional Association for Human Resources, the Oregon School Boards Association, and the Confederation of Oregon School Administrators.

2020 Employment Law Seminar

MEET THE SPEAKERS



IVÁN RESENDIZ GUTIERREZ, ASSOCIATE

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Iván Resendiz Gutierrez is a litigation and appellate attorney on the firm's appellate, education, and employment and labor relations practice teams. Iván is known for handling complex cases and situations, providing practical advice, and finding creative solutions for clients from such diverse industries as education, energy, and manufacturing.

Iván advises employers, including higher education institutions, on knotty employment-related issues including discrimination, harassment, retaliation, unemployment insurance benefits (including shared work benefits), and wage-and-hour compliance, and on preparing employment documents such as employment agreements, handbooks, and other workplace policies. Iván also helps higher education institutions navigate the federal and state antitrust laws and works with them to establish safeguards to minimize risk of antitrust scrutiny. Iván also defends public and private employers on a wide range of employment and commercial matters before state and federal courts and administrative agencies, including appeals, breaches of contract, class actions, employment discrimination, harassment, retaliation, wrongful termination (as well as other tort claims), and ERISA litigation. Iván is a regular speaker and author on employment law, diversity, and litigation topics.

2020 Employment Law Seminar

MEET THE SPEAKERS



AMY ROBINSON, SENIOR COUNSEL

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Amy Robinson represents public and private employers throughout Washington and Oregon in a broad range of workplace-related issues. She provides experienced counsel on compliance challenges and disputes covering the entire employment life cycle from hiring to separation, including employee classification, wage-and-hour issues, employee leaves and protected activities, disability and accommodation, and discrimination, retaliation, and harassment prevention. Amy is also adept at guiding employers through policy and handbook development, as well as drafting, negotiating, and enforcing employment-related contracts, such as noncompete agreements, nonsolicitation agreements, and nondisclosure agreements.

Amy's clients range from small businesses with a single location to large employers with multiple locations in the Pacific Northwest and beyond, and she particularly enjoys the strategic and proactive approach that a new or growing organization requires. Amy's clients include construction companies and contractors; health care organizations and public hospital districts; CPA firms, law firms, and medical and other professional practices; manufacturing businesses; mining companies; charitable organizations and nonprofits; restaurants and hospitality-related businesses; and family-owned businesses and start-ups. With a range of business cultures and industries to work with, Amy also knows how to tailor her approach and communication style in order to collaborate effectively with business owners, managers, and human resource professionals, as well as decision-making bodies such as executive teams, nonprofit boards, and port commissions.

In addition to direct representation, Amy regularly performs outside and third-party investigations into a wide range of workplace-related complaints and concerns. She is also a frequent speaker and presenter to human resources professionals, managers and employees, clients, and trade and industry groups.

Before her legal career, Amy worked as a human resources professional for a variety of employers and believes this foundation has provided her with a unique and keen awareness of the competing pressures, workplace dynamics, and practical challenges that her clients face every day.

MEET THE SPEAKERS



P.K. RUNKLES-PEARSON, PARTNER

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P.K. Runkles-Pearson has more than a decade of experience counseling employers and managers and representing them in litigation and before administrative bodies on a full array of employment issues, including discrimination, harassment, retaliation, accommodation, family/medical leaves, whistleblowing, wage and hour, employee classification and independent contractor issues, and workplace torts such as defamation, wrongful discharge, and intentional infliction of emotional distress. P.K. counsels employers on all those issues, prepares and reviews employment handbooks and policies, and supervises or conducts workplace investigations.

P.K. also enjoys helping mission-driven and progressive entities respond to and lead on issues of diversity, equity and inclusion, and implicit bias while managing legal risk.

Before joining Miller Nash Graham & Dunn, P.K. served as in-house counsel at Portland State University, managing litigation, student, and employment matters. She handles counseling and litigation involving students, including issues of disability accommodation, discrimination, Title IX/sexual assault/sexual harassment, due process, student conduct, and student privacy. She also assists with issues unique to faculty, including faculty rank, tenure, and promotion; faculty discipline; and academic freedom.



SUSAN STAHLFELD, PARTNER

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Susan Eberle Stahlfeld is a partner and the leader of Miller Nash Graham & Dunn's employment law and labor relations practice group. Susan represents employers in cases involving employment and labor law, such as discrimination, wrongful discharge, wage-and-hour rules, and employment torts litigation.

Susan also regularly counsels employers on the various personnel issues they face day to day, and provides clients with training for supervisors and managers, and for all employees. Susan assists clients from many industries, including retail organizations, healthcare facilities, educational institutions, tribal entities, financial institutions, restaurants, and transportation-related companies.

2020 Employment Law Seminar

MEET THE SPEAKERS



MATTHEW TRIPP, ASSOCIATE

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Matt Tripp represents local and national clients in litigation before state and federal courts and administrative agencies. Matt has defended against claims of breach of contract, retaliation, constructive discharge, wrongful termination, disparate treatment, and wage-and-hour violations.

Matt also assists clients with a variety of business and employment issues, such as workplace safety, contract negotiations, disability accommodation, protected leave, wage-and-hour issues, and employee discipline and termination.