

Stacie L. Damazo

Associate

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“I partner with clients to understand their unique business goals and operations, and aim to provide practical and prompt legal advice that is tailored to the particular needs of each individual business and workplace.”

Stacie Damazo is a member of the firm’s employment law & labor relations team. She defends employers in a variety of employment matters, while serving as proactive counsel to ensure compliance and identify legal issues before they arise. Additionally, Stacie serves as a workplace investigator, conducting investigations into allegations of employee misconduct, harassment, discrimination, retaliation, and other sensitive issues.

In addition to her employment law experience, Stacie has a diverse background in commercial and personal litigation, including business and real estate litigation, as well as personal injury disputes. In 2018, Stacie worked as an extern to the Honorable Magistrate Judge Stacie F. Beckerman of the U.S. District Court for the District of Oregon.

Before joining Miller Nash, Stacie practiced at a boutique employment law firm in Oregon.

Professional Activities

- Multnomah Bar Association
 - Young Lawyers Section
 - Affiliate Delegate to the American Bar Association Young Lawyers Division, 2023-present
 - Membership Committee, Member, 2019-2021
 - Lewis & Clark Law School 3L Liaison, 2018-2019
 - Member, 2019-present
- Oregon Women Lawyers
 - Multnomah County (Queen’s Bench) Chapter, Board Member, 2022-2024
 - Lewis & Clark Law School, Student Liaison, 2017-2018
 - Member, 2016-present

Education

J.D., Lewis & Clark Law School, *cum laude*, 2019

- President, Student Bar Association
- Executive Editor, *Environmental Law*
- Cornelius Honor Society Inductee
- First-Year Moot Court: Best Oral Advocate
- Terry Wilson Scholarship
- Dean’s Scholarship for Excellence

B.A., University of Oregon, English, 2016

Bar Admissions

Oregon, 2019
Washington, 2021

Bar Admissions

U.S. District Court, District of Oregon, 2020

- Oregon State Bar
 - Civil Rights Section, Executive Committee, Secretary, 2022-2023
 - Oregon New Lawyers Division, Member, 2019-present
 - Young Lawyer Delegate to the American Bar Association House of Delegates, 2024-2026
- American Bar Foundation, Fellow, 2024-present
- American Bar Association
 - Commission on Women in the Profession, Fellow, 2024-2025
 - Labor & Employment Law Section
 - Social Media Committee, Member, 2023-2024
 - Newsletter Committee, Member, 2023-2024
 - Outreach to New & Young Lawyers Committee, Member, 2023-2024
 - Young Lawyers Division
 - District Representative (WA & OR), 2024-2026
 - Labor & Employment Law Committee, Chair, 2023-2024
 - Labor & Employment Law Section, Liaison, 2023-2024
 - Litigation Committee, Vice Chair, 2022-2023
 - Member, 2016-present
 - Law Student Division, Assembly Member, 2018-2019

Civic Activities

- Lewis & Clark Law School
 - Alumni Board of Directors, 2022-present
 - Criminal Justice Reform Clinic, Pro Bono Attorney, 2022-2023
 - Attorney Mentor Program, Volunteer Mentor, 2019-2023
- Portland State University, Explore the Law Program, Mentor, 2019-2021
- SOLVE Volunteer, 2020-2022
- Big Brothers Big Sisters Columbia Northwest
 - Ambassador Board, Cochair, 2023-2024
 - Ambassador Board, Member, 2022-2024
- Legal Aid Services of Oregon (LASO) Night Clinic, Pro Bono Attorney, 2019-2021

Representative Experience

Employment Law & Labor Relations

- Advise on complex leave situations for public and private businesses, including those involving the Family Medical Leave Act, Washington Paid Family and Medical Leave, Oregon Family Leave Act, Paid Leave Oregon, the ADA, and Oregon Sick Time.
- Advise private & nonprofit employers from diverse industry groups on employee terminations and separations; compliance with wage and hour law, including meal and rest periods; final paychecks; employee classifications and garnishment; negotiating and preparing severance and settlements; and developing and reviewing policies and procedures in compliance with local, state, and federal law.
- Advise Oregon & Washington employers in the agricultural industry on compliance with the H-2A Temporary Agricultural Employment Program.
- Advised on termination of executive officer for international nonprofit.
- Conducted investigation regarding claims of gender discrimination and gender bias for local county.
- Obtained a full dismissal with prejudice of claims alleging First Amendment retaliation for former director of state agency.

- Negotiated favorable resolution of disability discrimination and retaliation charge filed with BOLI for local non-profit.
- Successfully defended against EEOC charge alleging religious discrimination and retaliation for regional corporation.
- Obtained dismissal of Oregon OSHA complaint alleging workplace safety violations for national corporation.
- Obtained dismissal of BOLI charge alleging disability discrimination, leave retaliation, and constructive discharge for regional private employer.
- Negotiated favorable resolution of sex discrimination and retaliation charge filed with BOLI for a private employer.
- Negotiated favorable resolution of unpaid wage claim for private employer in hospitality industry.

Publications

- “Discovery With” Spotlight, Oregon State Bar, *Bulletin* (February/March 2024 Issue)
- “Navigating the ‘Eligibility Gap’ Between Paid Leave Oregon, OFLA & FMLA,” *Cascade Business News* (Oct. 2023)
- “Common Q&A Over OFLA & Paid Leave Oregon,” *Oregon Business Report* (Sept. 2023)
- “Common Questions Answered Regarding OFLA & Paid Leave Oregon,” *Oregon Business* (Sept. 2023)
- “New Law Brings Aspects of Paid Leave Oregon and OFLA into Alignment,” *Daily Journal of Commerce* (June 2023)
- “Oregon OSHA Rescinds COVID-19 Rules Addressing Exceptional Risk Workplaces & Employer-Provided Housing,” *Oregon Business Report* (Apr. 2023)
- “Paid Leave Oregon: Are You Ready for Q2?,” *Oregon Business Report* (Mar. 2023)
- “Oregon Paid Leave Deadline Approaches,” *Oregon Business Report* (Dec. 2022)
- “Chapter 2: Civil Procedure & Litigation,” Oregon State Bar BarBooks™, *Statutory Time Limitations 2022 Edition* (July 2022)
- “Oregon or Washington: Which Paid Leave Program Applies?,” *Daily Journal of Commerce* (Aug. 2022)
- “To Contribute or Not to Contribute: The Paid Leave Oregon Dilemma for ‘Small Employers’,” *Cascade Business News* (June 2022)
- “COVID-19 Vaccine Mandate: The Changing Legal Landscape,” *HR.com* (Dec. 2021)
- “OSHA’s ETS: It’s Not a Test Unless OSHA Says It’s a Test,” *Cascade Business News* (Nov. 2021)
- “Will Oregon Follow DeReyter, Finding Washington’s Ag Overtime Exemption Unconstitutional?” Oregon State Bar, Agricultural Law Section (Apr. 2021)
- “Volunteering with Legal Aid During the Pandemic,” *Multnomah Lawyer* (Oct. 2020)
- “How to Support Young Lawyers During the COVID-19 Pandemic,” *Multnomah Lawyer* (2020)
- Oregon State Bar BarBooks™, *Civil Pleading and Litigation 2020 Edition* (2020)

Presentations

- “Complying with New Leave Legislation: Best Practices for Oregon Employers,” Oregon Business & Industry (June 2024)
- “Navigating Complex Leave Administration,” Tigard Chamber of Commerce (May 2024)
- “HR Think Tank: Navigating Complex Leave Administration,” Portland Human Resources Management Association (PHRMA) (Mar. 2024)
- “Employment Law Update,” Northwest Public Power Association (Oct. 2023)
- “2023 Employment Law Update,” Rogue Valley, SHRM Legal Seminar (May 2023)
- “U.S. Employment Law & Regulations,” Portland Human Resources Management Association (PHRMA), Spring Certification Study Group (Apr. 2023)

- “Paid Leave Oregon Overview,” Oregon Society of Certified Public Accountants, Business & Industry Knowledge Network (Jan. 23)
- “Paid Leave Oregon Workshop,” Washington County Chamber of Commerce (Dec. 2022)
- “Paid Leave Oregon,” Cedar Mill Business Association (Sept. 2022)

Recognition & Honors

- Lewis & Clark Law School Cornelius Honor Society Inductee, 2019
- Served as a contributing author in the Oregon State Bar’s *Oregon Civil Pleading and Litigation* publication that received the “Award of Outstanding Achievement” in the “Best Publication Category” awarded by the Association for Continuing Legal Education.

Personal Activities

In her free time, Stacie enjoys hiking and camping, and is an avid Portland Timbers fan.