



Richard J. Alli, Jr.

Partner

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“Relationships based on integrity, consistency, and dependability are the foundation of my practice. I am committed to truly understanding clients and their business to help them achieve long-term success.”

Ric Alli focuses his practice on labor and employment law and is sought after across the country for his specialized counsel in private and public sector collective bargaining and employment law planning and strategy. He represents employers before the National Labor Relations Board and advises on personnel administration and policies, union election campaigns, discrimination issues, strike operations, and navigating unionizing campaigns. Ric has successfully handled more than 54 labor disputes throughout his career involving strikes and employer lockouts. He creates customized strike plans and operations plans in anticipation of labor disputes for employers facing a union with unreasonable bargaining demands. Ric also handles the collective bargaining process as the chief spokesperson for clients who need collective bargaining expertise.

Ric grew up in a small steel town in Western Pennsylvania near Pittsburgh. While as an undergraduate at the University of Oregon, Ric worked for a labor management relations firm in Salem, where he discovered labor and employment law. After law school, Ric practiced at a boutique employment and labor firm for 44 years where he led the labor department for 15 years. An experienced and dedicated problem solver, Ric works hard to find the right answer even when a resolution seems impossible.

Professional Activities

- Oregon State Bar
 - Labor & Employment Section, Member
- American Bar Association
 - Labor and Employment Law Section, Member

Publications

- “Two More Anti-Employer Actions That Employers Are Going to Hate,” *Oregon Restaurant & Lodging Association Magazine* (Winter 2024)

Education

J.D., Willamette University
College of Law, 1980

B.S., University of Oregon,
1977

Bar Admissions

Oregon, 1980

Court Admissions

U.S. Court of Appeals,
District of Columbia
Circuit, 2015

Presentations

- “Case Law,” 2019 Oregon LERA Conference (Nov. 2019)
- “Labor Laws,” Portland Executive Association (Jan. 2014)
- “NLRB Cases & Issues,” Oregon LERA, Public/Private Employment Relations Conference (Mar. 2013)
- Oregon Society for Health Human Resource Administration, (OSHHRA) Group (Jan. 2010)
- “Interest Based Bargaining,” Local Government Personnel Institute (LGPI) Conference (Sept. 2006)
- Automobile Dealers Association, (Mar. 2006)

Recognition & Honors

- Recognized as a “Leader in Their Field” by *Chambers USA* for Labor & Employment, 2004-present
- Selected for inclusion in *The Best Lawyers in America*® (Portland, OR)
 - Employment Law—Management, 2011-present
 - Labor Law—Management, 2011-present; “Lawyer of the Year,” 2021, 2024

Personal Activities

Outside of work, Ric is an avid reader and sports fan, and enjoys skiing, traveling, and spending time with his daughter and four-legged friend.