



# Matthew A. Tripp

## Special Counsel

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**“I collaborate with clients to develop strategies and solutions that both minimize legal risk and satisfy clients’ larger business objectives. Through attention to detail and creative problem-solving, I tailor my legal services to each client’s unique needs and goals.”**

Matt Tripp represents local and national clients in employment matters 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. In addition to representing clients in litigation, 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.

Before joining Miller Nash, Matt was an attorney for an international law firm. He also previously clerked for the Honorable Paul Papak of the U.S. District Court for the District of Oregon.

### Professional Activities

- *Employment At-Will*, A State-by State Survey, Regional Editor
- Employment Law Alliance, Oregon Representative
- Multnomah Bar Association, Member
- Oregon State Bar, Member
- American Bar Association
  - Section of Labor and Employment Law, Member

### Civic Activities

- Coos Bay Oregon Law Center/Central Oregon Legal Aid Services of Oregon (LASO), Miller Nash Expungement Clinic Pro Bono Attorney, 2022-present

### Representative Experience

#### Employment Litigation

- Obtained summary judgment for an institution of higher education on a former employee’s claims of discrimination, hostile work environment, and retaliation.

### Education

J.D., Drake University Law School, 2015, highest honors

B.A., University of Iowa, 2011

### Bar Admissions

Oregon, 2015

### Court Admissions

U.S. District Court, District of Oregon

U.S. Court of Appeals for the Ninth Circuit

- Obtained summary judgment for a large retailer on a former employee's claims of discrimination, failure to accommodate, and retaliation.
- Obtained complete dismissal for an institution of higher education on an applicant's claims of age discrimination and retaliation.

## Publications

- "EEOC Issues Final Rule Maintaining Agency's Expansive Interpretation of Pregnant Workers Fairness Act," Miller Nash, *Employment Law in Motion* (Apr. 2024)
- "A Roadmap for the New Normal in the Workplace Under COVID-19" Miller Nash, *COVID-19 Resource Center* (Feb. 2022)
- "How HOT Is Too HOT? Oregon OSHA's New High and Extreme Heat Rule," Miller Nash, *News You Can Use*, coauthor (July 2021)
- "Oregon OSHA Adopts Significant COVID-19 Workplace Safety and Health Rules," Miller Nash Graham & Dunn, *Employment Law & Labor Relations Electronic Updates* (Nov. 2020)
- "School's Out For...A While: Flexible Work Arrangements in the Era of Ongoing School Closures," Miller Nash Graham & Dunn, *Employment Law & Labor Relations Electronic Updates* (Aug. 2020)
- "OSHA Issues Revised Guidance Increasing Employers' Obligations Regarding COVID-19 Recordkeeping Requirements," Miller Nash Graham & Dunn, *Employment Law & Labor Relations Electronic Updates* (May 2019)
- "A Roadmap for Reopening Workplaces in Washington and Oregon During COVID-19," Miller Nash Graham & Dunn, *Employment Law & Labor Relations Electronic Updates* (May 2019)
- "Oregon Public Employees, Keep Reading: New Legislation Expands Upon Recently Enacted Workplace Fairness Act," Miller Nash Graham & Dunn, *Employment Law & Labor Relations Electronic Updates* (July 2019)
- "Oregon Workplace Fairness Act: Significant Changes with Broad Implications," Miller Nash Graham & Dunn, *Employment Law & Labor Relations Electronic Updates* (June 2019)
- "Supreme Court Ends Mandatory Fair-Share Fees for Public Employees ," Miller Nash Graham & Dunn, *Employment Law & Labor Relations Electronic Updates* (June 2018)
- "When the Love Bug Bites in the Workplace," Miller Nash Graham & Dunn, *Employment Law & Labor Relations Electronic Updates* (Feb. 2018)
- "Why America's Best Restaurants Might Lose a Crucial Labor Source," *Eater* (Mar. 2015)
- "In the Defense of Unpaid Internships: Proposing a Workable Test for Eliminating Illegal Internships," 63 Drake L Rev 341 (2015)

## Presentations

- "Let's Take a Leave!" Miller Nash, Employment Law Seminar (Oct. 2023)
- "Strategic Risk Management: Keeping the Trains Running on Time," Miller Nash, Employment Law Seminar (Oct. 2022)
- "Disability and Religious Accommodations Update," Miller Nash, The Latest COVID-19 Guidance for Employers: Vaccine Mandates and Accommodations Webinar (Feb. 2022)
- "Navigating Through Overlapping Leave Laws," Miller Nash, Employment Law Seminar (Dec. 2021)
- "Renovations and Pandemic Precautions Gone Viral: Workplace Safety and Health," Miller Nash Graham & Dunn, Employment Law Seminar (Dec. 2020)
- "Roadmap for Reopening Workplaces in OR & WA during COVID-19," American Council of Engineering Companies of Oregon, webinar (June 2020)
- "Preparing for and Preventing Workplace Violence," The Seminar Group, Labor & Employment Law Conference (June 2020)

- “Fast 15: Families First Leave—Intermittent, Supplementation, and Exceptions,” Miller Nash Graham & Dunn, On-Demand Employment Law Webinar Series (May 2020)
- “Piloting the Ship on the #MeToo Wave: Navigating Discrimination and Harassment Claims,” Miller Nash Graham & Dunn, Employment Law Seminar (Oct. 2019)
- “Protected Leave Challenges,” The Initiative, 2019 Accelerator Program (Jan. 2019)
- “Workplace Behavioral Issues: Appropriately Handling Thorny Situations,” National Business Institute, Human Resource Law from A to Z seminar (Nov. 2018)
- “Discrimination and Harassment,” National Business Institute, Human Resource Law from A to Z seminar (Nov. 2018)
- “The Case of the Missing Employee: Solving Protected Leave Challenges,” Miller Nash Graham & Dunn, Employment Law Seminar (Nov. 2018)
- “Bargaining Class Size and Workload,” Oregon School Personnel Association, Summer Advanced HR Retreat (July 2018)
- “It’s a Wild Ride on This Roller Coaster: Local, State, Federal, and Labor Law Updates,” Miller Nash Graham & Dunn, Employment Law Seminar (Nov. 2017)

### Recognition & Honors

- Selected for inclusion in *Best Lawyers: Ones to Watch*® (Portland, OR)
  - Labor and Employment Law—Management, 2022-present
  - Litigation—Labor and Employment, 2021-present
- Selected for inclusion as an Oregon Super Lawyer—Rising Star, 2022-present