

# BARRAN LIEBMAN<sup>LLP</sup>

A T T O R N E Y S

Employment | Labor | Benefits | Higher Education  
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## SARAH I. HALE

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Sarah Hale, a Partner at Barran Liebman LLP, advises and represents private and public sector employers in a wide array of employment and labor law matters. By taking a hands-on approach, she aims to equip her clients with the policies and sound employment decisions necessary to prevent employment disputes on the front-end. She also works closely with clients to set in motion practical and effective responses in the event that litigation or workplace investigations are required.

With over ten years of combined practice throughout Oregon and Washington, Sarah has partnered with management to successfully navigate all aspects of the employment relationship, including but not limited to leave and disability law compliance, wage and hour law compliance, conducting workplace investigations, drafting workplace policies and employee handbooks, providing defense against claims such as discrimination and harassment, and providing counsel in collective bargaining, union contract negotiations, and grievance and interest arbitrations. Sarah has extensive litigation experience in her employment practice and previously worked as a municipal prosecutor where she tried cases to verdict and handled pre-trial and post-trial motions and sentencing.

In addition to her private practice experience, Sarah served as a Judicial Law Clerk to the Honorable Marsha J. Pechman in the United States District Court and the Honorable Marlin J. Appelwick in the Washington State Court of Appeals. Not only were these two clerkships a high honor, but they provided Sarah with an insider look of the courtroom that directly benefits her clients today. Sarah earned her B.A. and M.A. in History from the University of Oregon, before earning her J.D. from the University of Washington School of Law.

### **Representative Matters**

Counsel for Large Municipality: Represented City against highly publicized claims of retaliation and defamation to obtain early dismissal of claims in federal court.

Counsel for National Game and Toy-Maker: Advised and defended Employer before the EEOC concerning allegations of sexual harassment and retaliation; advised regarding settlement of claims.

Counsel for Public Water District: Analyzed employee classifications as exempt or non-exempt while advising as to necessary reclassifications under state and federal employment laws; provided audit of pay practices.

Counsel for Public Transit District: Defended Employer against claims of wrongful termination and sex discrimination to successfully obtain summary judgement awarded in favor of Employer.

Counsel for National Hotel Chain: Competed revision of employment policies and practices to ensure compliance under multiple state and federal laws.

Counsel for National Media Branding Agency: Advised on employee termination and negotiation of severance and settlement claims.

### **Areas of Practice**

Contract Administration  
Employee Handbooks  
Employment Law Advice & Litigation  
Grievance Arbitrations  
Higher Education Representation  
Interest Arbitrations  
Labor Relations  
On-Site Employment Law Training  
Pay Equity  
Public Sector Practice  
Reductions in Force  
Sexual Harassment (Compliance, Training, Advice & Defense)  
Social Media  
Subcontracting, Relocations & Closures  
Title IX Compliance Advice & Training  
Unfair Labor Practices  
Workplace Investigations

### **Honors**

*Washington Super Lawyers* Magazine: Rising Star (2016-2018)

### **Professional Experience & Affiliations**

Oregon State Bar: Labor & Employment Executive Committee: Member (2021-present)  
Multnomah Bar Association: Equity, Diversity and Inclusion Committee, Member (2019-present)  
Washington State Bar Association Board of Governors: Ombudsperson (2020-present)  
Washington State Association of Municipal Attorneys (2009-2011, 2014-present)  
University Risk Management & Insurance Association (URMIA): Affiliate Member (2021-present)  
Oregon Women Lawyers: Member (2019-present)  
United States District Court, Western District of Washington: Judicial Law Clerk to the Hon. Marsha J. Pechman (2012-2014)  
Washington State Court of Appeals: Judicial Law Clerk to the Hon. Marlin J. Appelwick (2007-2009)

### **Civic Activities**

Northwest Immigrant Rights Project: Volunteer Attorney (2008-2012, 2014-present)

### **Representative Presentations**

BOLI's 37th Annual Employment Law Conference: "Managing Remote Workers: Considerations for a Hybrid Work Environment," Presenter (11/5/21)  
Barran Liebman Annual Seminar: "Keeping Remote Operations in Play: Best Practices for Ongoing Management of Remote Workers," Presenter (9/30/21)  
Annual Washington Judicial Conference: "Sexual Harassment at the Courthouse: How to be Part of the Solution & Not the Problem," Presenter (9/14/21)  
Barran Liebman Client Training: "How to Avoid Traps & Pitfalls During the Hiring Process," Presenter (6/16/21)  
Association of Washington Cities Labor Relations Institute: "Workplace Investigations: Best Practices for the Public Sector," Presenter (5/6/21)

### **Representative Presentations (continued)**

- Multnomah Bar Association CLE: “Employment Law Update: Work in a (Nearly) Post-Pandemic World,” Presenter (5/5/21)
- National Electrical Contractors Association (NECA) Lunch & Learn: “Oregon & Washington Sick Leave & COVID-19,” Presenter (4/15/21)
- BOLI’s 36<sup>th</sup> Annual Employment Law Conference: “Workplace Investigations: Beyond the Basics,” Co-Presenter (11/6/20)
- Barran Liebman Webinar: “Wage and Hour Minefields & The Ongoing Need for Caution During COVID-19,” Presenter (8/27/20)
- Oregon Alliance of Independent Colleges & Universities Webinar: “Policy Implications & Practical Application for Appeals & Record-Keeping,” Presenter (6/18/20)
- Oregon Alliance of Independent Colleges & Universities Webinar: “COVID-19: Keeping Campuses Compliant & Safe Through Reopening,” Presenter (5/13/20)
- Webinar: “Business Opportunities & Challenges During COVID-19,” Co-Presenter (4/14/20)
- Barran Liebman Breakfast Seminar: “Wage & Hour Compliance: Overtime Eligibility, Employee Classification, & Best Pay Practices,” Presenter (1/28/2020)
- Barran Liebman Client Training: “Pay Equity Study Update,” Co-Presenter (12/10/19)
- BOLI’s 35<sup>th</sup> Annual Employment Law Conference: “Wage & Hour Compliance: Avoiding Overtime Liability Landmines,” Presenter (11/4/19)
- Elective Academy: “The Investigations Process,” Co-Presenter (10/24/19)
- Oregon Health Care Association Seniors Housing Conference: “Employment Law Hot Topics 2019,” Presenter (9/10/19)
- National Electrical Contractors Association: “Oregon’s Workplace Fairness Act: Upcoming Requirements & Best Practices for Compliance,” Co-Presenter (8/15/19)
- District & Municipal Court Judges’ Association Spring Program: “Sex Harassment Liability and Enforcement in the Age of #MeToo,” Presenter (6/3/2019)
- Washington Association of Sewer, Water Districts, and Municipal Research Services Center: “What’s Next: Preparing for Washington’s Paid Family Leave,” Presenter (11/2018)
- Labor Relations Institute: “Getting to #NotHere: Preventing and Responding to Sexual Harassment in the Age of #MeToo,” Presenter (2018)
- Pierce County Association of Police Chiefs: “Labor and Employment Update: Trends and What’s Around the Corner,” Presenter (1/2018)
- Washington Association of Municipal Attorneys Fall Conference: “FLSA Update: Preparing for the Changes to the Exemptions,” Presenter (10/2016)
- Association of Washington Cities’ Labor Relations Institute: “FLSA Update,” Presenter (5/4/16)

### **Representative Publications**

- “Those Fired for Refusing Vaccine May Not Be Eligible for Jobless Benefits,” *Oregon Business Report*, September 2, 2021
- “Employees Who Are Fired for Refusing COVID-19 Vaccine May Not be Eligible for Jobless Benefits,” Barran Liebman Electronic Alert, August 30, 2021
- “OHA Rules for Schools & Healthcare Settings,” Barran Liebman Electronic Alert, August 26, 2021
- “Best Practices in Accommodating Employee Disabilities,” Independent Electrical Contractors Association *Employer News*, July 30, 2021
- “Employer Lessons From Hernandez Harassment Investigation,” *Oregon Business Report*, March 22, 2021

**Representative Publications (continued)**

- “Investigation Takeaways for Public & Private Employers,” Barran Liebman Electronic Alert, March 10, 2021
- “OSHA Issues New Federal Guidance for Employers in Addressing COVID-19,” *Cascade Business News*, February 17, 2021
- Featured in the *Portland Business Journal*: “Laws Every Portland Employer Should Know About for 2021,” January 8, 2021
- “Workplace Safety & Legal Compliance Amidst COVID-19,” *Cascade Business News*, April 15, 2020
- “Alternatives to Layoffs for Employers Navigating the COVID-19 Pandemic,” Barran Liebman Electronic Alert, March 26, 2020
- “Layoffs & Mandatory Closures: What Employers Need to Know & Consider,” Barran Liebman Electronic Alert, March 18, 2020
- “Washington Radically Expands Eligibility for Overtime,” Barran Liebman Electronic Alert, December 12, 2019
- “Oregon Court of Appeals: Employers are Strictly Liable for Employees Who Do Not Take Full Meal Breaks,” Barran Liebman Electronic Alert, December 3, 2019
- “Washington Recognizes Obesity as a Protected Class,” Barran Liebman Electronic Alert, July 15, 2019
- “Ninth Circuit: The NLRB’s “One Employee Doctrine” Does Not Apply to Contracts With Interest Arbitration Provision,” Barran Liebman Electronic Alert, May 30, 2019
- “A Proactive Employer Can Retool and Respond to Opioid Crisis,” *Daily Journal of Commerce*, June 28, 2019
- “Ninth Circuit: The NLRB’s “One Employee Doctrine” Does Not Apply to Contracts With Interest Arbitration Provision,” Barran Liebman Electronic Alert, May 30, 2019
- “Washington Pay Equity Updates: Employers Are Prohibited from Asking Prior Salary & Must Disclose Wage Information,” Barran Liebman Electronic Alert, May 20, 2019
- “Washington Bans the Box and Imposes New Limitations on the Use of Criminal Background Checks During the Hiring Process,” March 13, 2018
- “New Salary Basis Test Takes Effect December 1, 2016,” May 19, 2016
- “Changes to Washington Law Require Timely and Complete Responses to Unemployment Claims,” March 13, 2015
- “Substance Use in the Workplace: How Employers Play a Role in the Opioid Response,” November 2018

**Admitted to Practice**

Oregon  
 U.S. Court of Appeals, Ninth Circuit  
 U.S. District Court, District of Oregon  
 U.S. District Court, District of Eastern Washington  
 U.S. District Court, District of Western Washington  
 Washington

**Academics**

University of Washington School of Law (J.D., 2007): *Pacific Rim Law and Policy Journal*: Associate Editor in Chief (2006-2007), Member (2005-2006)

University of Oregon (M.A., History, 2002)

University of Oregon (B.A., History, 1998)