



Trevor R. Caldwell

 Associate

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🐦 @millernashllp

“I strive to help clients achieve their objectives by facilitating ethical and efficient solutions to labor and employment issues. Whether disputes are resolved through negotiation, arbitration, or litigation, my advocacy is guided by the knowledge that many relationships will outlast the current dispute.”

Trevor Caldwell represents public and private employers in labor relations and employment law matters. His labor relations practice focuses on negotiating collective bargaining agreements, contract administration, arbitration, and representing clients before state and federal agencies. Trevor counsels employers of all sizes and across a variety of industries on a multitude of employment-related issues. He uses a proactive approach, including employment advice, counseling, and training, to assist employers in crafting solutions that are best suited to their unique workplaces. Trevor frequently provides trainings for business owners, managers, and employees on topics such as harassment and discrimination, documentation practices, workplace investigations, and union organizing.

Before joining Miller Nash, Trevor practiced at a boutique law firm in Portland, exclusively representing employers in all areas of labor and employment law. Trevor previously served on active duty as a captain in the U.S. Army and has been a member of the Oregon National Guard since leaving active duty. He currently serves as an attorney in the Office of the Staff Judge Advocate (JAG).

Professional Activities

- Multnomah Bar Association, member
 - Professionalism Committee, 2018-2019
 - Young Lawyers Section Pro Bono Committee, 2016-2019
- Oregon State Bar, member
 - Military and Veterans Law Section, Executive Committee
 - Legislative Subcommittee, 2021
 - Chair, 2019-2020
 - Chair-elect, 2018-2019
 - Labor & Employment Section, 2015-present

Education

J.D., University of Oregon
School of Law, 2015

B.A., University of
Portland, 2006

Bar Admissions

Washington, 2020
Oregon, 2015

Court Admissions

U.S. District Court, District
of Oregon

U.S. District Court,
Western District of
Washington

Military

Oregon National Guard,
Office of the Staff Judge
Advocate, 2015-present

U.S. Army, Officer, 75th
Ranger Regiment & 82d
Airborne Division, 2006-
2012

- American Bar Association, member
 - Labor & Employment Law Section, 2019-present
- Oregon Public Employer Labor Relations Association (ORPELRA), member, 2019-present
- Oregon Labor and Employment Relations Association (LERA), member

Civic Activities

- Veterans of Foreign Wars, life member
- Disabled American Veterans (DAV), life member
- Oregon National Guard, Office of the Staff Judge Advocate (JAG), attorney, 2015-present

Representative Experience

Prior to Joining Miller Nash LLP

- Successfully represented employers across a variety of industries in union organizing and election campaigns.
- Defended numerous businesses against wage and hour claims brought by former employees.
- Represented regional employer in the wood products industry in successful NLRB decertification election.
- Represented law enforcement agency in discharge arbitration in which arbitrator upheld the discipline.
- Successfully defended public employer in unfair labor practice proceeding before the Oregon Employment Relations Board alleging refusal to bargain.

Publications

- “NLRB categorizes student-athletes as employees,” *College Athletics and the Law* (Jan. 2022)
- “Unionized Private and Public Employers May Have Bargaining Obligations to Meet Before Implementing the ETS and Other Vaccine Mandates,” Miller Nash, *News You Can Use* (Dec. 2021)
- “Labor Board Changes Could Lead to More Organized Labor on Campus,” *Campus Legal Advisor* (Dec. 2021)
- “Biden Administration Shows Strong Support for Organized Labor through Executive Actions & Changes at National Labor Relations Board,” *Cascade Business News* (May 2021)
- “NLRB’s Guidance on COVID-19 Policies for Unionized Employers,” *Daily Journal of Commerce* (Oct. 2020)
- “Public Employers,” Oregon Business & Industry, *Oregon Human Resources Manual*, 15th Edition, Chapter 35 author (2020)
- “What Businesses Need to Know about the Duty to Bargain with Unions During COVID-19,” *Cascade Business News* (July 2020)
- “Employers, Beware: Federal Opinion Conflicts with Case Law,” *Daily Journal of Commerce* (Mar. 2019)
- “Labor Board Restores Independent Contractor Rule,” *Oregon Business Report* (Feb. 2019)
- “State Government is Immune from Trooper’s USERRA Claims,” *Public Safety Labor News* (May 2017)

Presentations

- “PECBA Boot Camp for the Wondering, Wise, and Weary,” Annual Training Conference for Labor Relations and HR Professionals, Oregon Public Employer Labor Relations Association (ORPELRA) (Dec. 2021)
- “Federal, State, Local and Labor Law Updates,” Miller Nash, Employment Law Seminar (Dec. 2021)
- “Documentation: How to Do It, How to Keep It, Who Gets to See It,” Coalition of Oregon School Administrators (COSA), 41st Annual School Law Conference (Dec. 2021)
- “No Rest for the Weary: Best Practices for Midterm Bargaining,” Coalition of Oregon School Administrators (COSA), 41st Annual School Law Conference (Dec. 2021)
- “Protecting the Rights of Servicemembers,” Multnomah Bar Association (Nov. 2021)
- “Nuts and Bolts of Labor Law: Private Sector,” Oregon State Bar, Labor & Employment Boot Camp (Sep. 2021)
- “Workplace Investigations: Best Practices for the Public Sector,” Association of Washington Cities Labor

Relations Institute (May 2021)

- “Playing Offense During the Grievance Process & Winning at Arbitration,” Oregon Public Employer Labor Relations Association (ORPELRA) (Nov. 2020)
- “Labor & Employment Update,” Northwest Public Power Association, Member Meeting (Feb. 2020)
- “Employment Law Updates,” Columbia Gorge HR Professionals (Feb. 2020)
- “Labor & Employment Law Update,” Oregon Labor Law Conference (Jan. 2020)
- “Military Leave: What Employers Need to Know,” HRsimple, webinar (Nov. 2019)
- “Employment & Labor Law Update,” Citycounty Insurance Services (CIS), Public Safety Conference (Aug. 2019)
- “Document Preservation & Record-Keeping for Oregon Employers,” Oregon Bureau of Labor & Industries, 34th Annual Employment Law Conference (Nov. 2018)

Personal Activities

Trevor enjoys spending time in the outdoors and traveling with his wife, two children, and Australian Shepherd.