







Sarah I. Hale

Special Counsel

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Sarah Hale advises public and private employers throughout Oregon and Washington on a wide variety of workplace-related matters. She has extensive experience counseling clients on day-to-day employment and labor issues, including leave and disability law compliance, conducting workplace investigations, drafting workplace policies and employee handbooks, and representing clients in collective bargaining, union contract negotiations, and grievance and interest arbitrations. Sarah guides employers as they navigate complex and intricate employment law issues, empowering them with the decision-making tools to help workplaces run smoothly.

Sarah also defends clients in state and federal court in claims of discrimination, retaliation, harassment, wage and hour, and wrongful discharge. She previously worked as a municipal prosecutor where she tried cases to verdict and handled pre-trial and post-trial motions and sentencing.

Before private practice, Sarah served as a judicial law clerk to the Honorable Marsha J. Pechman in the U.S. District Court and the Honorable Marlin J. Appelwick in the Washington State Court of Appeals.

Professional Activities

- Multnomah Bar Association
 - Equity, Diversity & Inclusion Committee, Member, 2019-present
- Oregon State Bar
 - Labor & Employment Section, Member
 - Executive Committee, Member, 2021-present
- Oregon Women Lawyers, Member, 2019-present
- Washington State Bar Association
 - Board of Governors, Ombudsperson, 2020-present
- Washington State Association of Municipal Attorneys, Member, 2009-2011, 2014-present
- University Risk Management & Insurance Association (URMIA), Affiliate Member, 2021-present
- U.S. 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

Education

J.D., University of Washington School of Law, 2007

- Associate Editor-in-Chief, *Pacific Rim Law and Policy Journal*, 2006-2007

M.A., University of Oregon, history, 2002

B.A., University of Oregon, history, 1998

Bar Admissions

Oregon, 2019

Washington, 2008

Court Admissions

U.S. Court of Appeals for the Ninth Circuit

U.S. District Court, District of Oregon

U.S. District Court, Eastern District of Washington

U.S. District Court, Western District of Washington

Civic Activities

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

Publications

- “Pay Equity Post-Pandemic: Steps to Ensure Legal Compliance,” *Daily Journal of Commerce* (Nov. 2021)
- “Those Fired for Refusing Vaccine May Not Be Eligible for Jobless Benefits,” *Oregon Business Report* (Sept. 2021)
- “Best Practices in Accommodating Employee Disabilities,” Independent Electrical Contractors Association (July 2021)
- “Employer Lessons From Hernandez Harassment Investigation,” *Oregon Business Report* (Mar. 2021)
- “OSHA Issues New Federal Guidance for Employers in Addressing COVID-19,” *Cascade Business News* (Feb. 2021)
- “Laws Every Portland Employer Should Know About for 2021,” *Portland Business Journal*, featured (Jan. 2021)
- “Workplace Safety & Legal Compliance Amidst COVID-19,” *Cascade Business News* (Apr. 2020)
- “A Proactive Employer Can Retool and Respond to Opioid Crisis,” *Daily Journal of Commerce* (June 2019)
- “Washington Bans the Box and Imposes New Limitations on the Use of Criminal Background Checks During the Hiring Process,” (Mar. 2018)
- “New Salary Basis Test Takes Effect December 1, 2016,” (May 2016)
- “Changes to Washington Law Require Timely and Complete Responses to Unemployment Claims,” (Mar. 2015)
- “Substance Use in the Workplace: How Employers Play a Role in the Opioid Response,” (Nov. 2018)

Presentations

- “Managing Remote Workers: Considerations for a Hybrid Work Environment,” BOLI, 37th Annual Employment Law Conference (Nov. 2021)
- “Sexual Harassment at the Courthouse: How to be Part of the Solution & Not the Problem,” Annual Washington Judicial Conference (Sept. 2021)
- “Workplace Investigations: Best Practices for the Public Sector,” Association of Washington Cities Labor Relations Institute (May 2021)
- “Employment Law Update: Work in a (Nearly) Post-Pandemic World,” Multnomah Bar Association, CLE (May 2021)
- “Oregon & Washington Sick Leave & COVID-19,” National Electrical Contractors Association (NECA), Lunch & Learn (Apr. 2021)
- “Workplace Investigations: Beyond the Basics,” BOLI, 36th Annual Employment Law Conference, co-presenter (Nov. 2020)
- “Policy Implications & Practical Application for Appeals & Record-Keeping,” Oregon Alliance of Independent Colleges & Universities, webinar (June 2020)
- “COVID-19: Keeping Campuses Compliant & Safe Through Reopening,” Oregon Alliance of Independent Colleges & Universities, webinar (May 2020)
- “Business Opportunities & Challenges During COVID-19,” webinar, co-presenter (Apr. 2020)
- “Wage & Hour Compliance: Avoiding Overtime Liability Landmines,” BOLI, 35th Annual Employment Law Conference (Nov. 2019)
- “The Investigations Process,” Elective Academy, co-presenter (Oct. 2019)
- “Employment Law Hot Topics 2019,” Oregon Health Care Association, Seniors Housing Conference (Sept. 2019)
- “Oregon’s Workplace Fairness Act: Upcoming Requirements & Best Practices for Compliance,” National Electrical Contractors Association, co-presenter (Aug. 2019)

- “Sex Harassment Liability and Enforcement in the Age of #MeToo,” District & Municipal Court Judges’ Association Spring Program (June 2019)
- “What’s Next: Preparing for Washington’s Paid Family Leave,” Washington Association of Sewer, Water Districts, and Municipal Research Services Center (Nov. 2018)
- “Getting to #NotHere: Preventing and Responding to Sexual Harassment in the Age of #MeToo,” Labor Relations Institute (2018)
- “Labor and Employment Update: Trends and What’s Around the Corner,” Pierce County Association of Police Chiefs (Jan. 2018)
- “FLSA Update: Preparing for the Changes to the Exemptions,” Washington Association of Municipal Attorneys, Fall Conference (Oct. 2016)
- “FLSA Update,” Association of Washington Cities’ Labor Relations Institute (May 2016)

Recognition & Honors

- Selected for inclusion as a Washington Super Lawyer—Rising Star, 2016-2018