



Amy A. Robinson

 Partner

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🐦 @AmyARobinson

“I get to know my clients and their workplaces, not just their legal issues. I work collaboratively with clients to skillfully navigate what are often stressful personnel crises, and provide no-nonsense advice and practical solutions. Clients appreciate my availability, responsiveness, and ability to explain complex legal issues in easy to understand terms.”

Amy Robinson represents public and private employers throughout Washington, Oregon, and Alaska in a broad range of workplace-related issues. She provides experienced counsel on compliance challenges and disputes covering the entire employment life cycle from hiring to separation, including employee classification, wage and hour issues, employee leaves and protected activities, disability and accommodation, and discrimination, retaliation, and harassment prevention. Amy is also adept at guiding employers through policy and handbook development, as well as drafting, negotiating, and enforcing employment-related contracts, such as noncompete, nonsolicitation, and nondisclosure agreements.

Amy’s clients range from small businesses with a single location to large employers with multiple locations in the Pacific Northwest and beyond, and she particularly enjoys the strategic and proactive approach that a new or growing organization requires. Amy’s clients include construction companies and specialty contractors; health care organizations and public hospital districts; accounting firms, law firms, and medical and other professional practices; manufacturing businesses; mining companies; charitable organizations and nonprofits; restaurants and hospitality-related businesses; and family-owned businesses and start-ups. With a range of business cultures and industries to work with, Amy also knows how to tailor her approach and communication style in order to collaborate effectively with business owners, managers, and human resource professionals, as well as decision-making bodies such as executive teams, nonprofit boards, and commissions.

Amy serves as the firm’s Alaska representative for Employment Law Alliance, a national and international alliance of employment and labor attorneys.

In addition to direct representation, Amy regularly performs outside and third-party investigations into a wide range of workplace-related complaints

Education

J.D., Lewis & Clark Law School, 2002

B.S., Washington State University, 1995

Bar Admissions

Alaska, 2012

Washington, 2003

Oregon, 2002

and concerns. She is also a frequent speaker and presenter to human resources professionals, managers and employees, clients, and trade and industry groups.

Before her legal career, Amy worked as a human resources professional and believes this foundation has provided her with a unique and keen awareness of the competing pressures, workplace dynamics, and practical challenges that her clients face every day. Unrelated to her practice of law, she holds a Senior Certified Professional (SHRM – SCP) credential from the Society for Human Resource Management (SHRM), as well as a Senior Professional Human Resources (SPHR) from the HR Certifications Institute.

Professional Activities

- National Conference of Women’s Bar Associations
 - GOOD Guys Committee, member, 2017-present
- Washington Women Lawyers Foundation, board of directors, 2009-present
- Washington Women Lawyers
 - Board of directors, 2003-present
 - President, 2008-2009
 - Judicial Evaluation Committee, chair, 2010-2014
 - Whatcom County Chapter, Member of the Year, 2006
- LAW Advocates
 - Board of directors, 2003-2010
 - Chair, 2009-2010
 - Lawyers Take Orders, Auction Chair, 2005-2010
- Washington Young Lawyers Division, board of trustees, 2005-2008

Civic Activities

- Carson College of Business, WSU Vancouver Advisory Board, 2020-present
 - Vice chair, 2020-present
- Oregon Society of Association Management, board of directors, 2016-2017
- Washington State Human Resources Council
 - Board of directors
 - Southwest Region Director, 2015-2016
- Southwest Washington Society for Human Resource Management
 - Board of directors
 - Past president, 2014-2015
 - Membership director, 2011-2013

Representative Experience

Employment Law

- Represents employers before a host of state and federal agencies on workplace-related investigations and administrative matters, including the Equal Employment Opportunity Commission (EEOC), the Department of Labor (DOL), the federal Mine Safety and Health Review Commission (MSHRC), the Oregon Bureau of Labor and Industries (BOLI), the Washington State Human Rights Commission (WSHRC), and the Washington Department of Labor & Industries (L&I). Issues range from discrimination and retaliation complaints; audits and investigations regarding exempt classifications, meal and rest breaks, and other wage and hour practices; and fines and penalties associated with worker safety.

- Provides day-to-day counseling and guidance to large and small employers throughout Oregon and Washington regarding discipline, employee leaves, and attendance management to ensure compliance with state and federal leave laws, including medical leaves. This also includes training and strategies to avoid leave abuse.
- Provides skilled guidance and compliance advice related to employment separations ranging from Voluntary Separation Programs (VSPs), large scale group layoffs and other Reductions in Force (RIFs), and strategic reorganizations, to individual terminations and negotiations of separation agreements.
- Drafts, negotiates, enforces, and defends a variety of employment-related contracts, including executive agreements, noncompetition agreements, nonsolicitation agreements, and confidentiality/nondisclosure agreements.
- Prepares tailored handbooks and employment-related policies and other documents for public and private employers with multiple locations, operations, and job categories.
- Designs and conducts training for managers, HR personnel, and all staff on a host of workplace-related topics, including harassment, employee discipline, and wage and hour compliance.
- Advises managers and HR personnel on accommodation issues and light-duty requirements related to disabilities, workplace injuries, pregnancy, and religious practices, including strategies to avoid retaliation claims.
- Provides compliance assistance on a myriad of COVID-19-related matters, from design and implementation of workplace safety and health strategies to Families First Coronavirus Response Act (FFCRA) and other COVID-related leave policies and administration, to managing a remote workforce, vaccine mandates, and return-to-work planning.

Publications

Amy is a prolific writer on various topics. Following is a listing of publications since 2015. A complete list is available upon request.

- “Accommodating Religious Beliefs in a ‘Post-pandemic’ Workplace,” Miller Nash, *Employment Law in Motion*, coauthor (June 2022)
- “Ninth Circuit Holds Temporary Conditions Can Trigger ADA Protections,” Miller Nash, *Employment Law in Motion*, coauthor (May 2022)
- “Accommodating Religious Beliefs in a ‘Post-Pandemic’ Workplace,” *Daily Journal of Commerce*, coauthor (Mar. 2022)
- “A Roadmap for the New Normal in the Workplace Under COVID-19” Miller Nash, *COVID-19 Resource Center* (Feb. 2022)
- “Considerations for Employers Contemplating a COVID-19 Vaccine Mandate (February 2022 Update),” Miller Nash, *News You Can Use*, coauthor (Feb. 2022)
- “The Supreme Court Blocks the Federal Vaccine Mandate for Large Employers; Greenlights Healthcare Vaccine Mandate,” Miller Nash, *News You Can Use* (Jan. 2022)
- “OSHA Issues Emergency Temporary Standard on COVID-19 Vaccinations and Testing Mandates for Employers with 100 or More Employees,” Miller Nash, *News You Can Use*, coauthor (Nov. 2021)
- “Considerations for Employers Contemplating a COVID-19 Vaccine Mandate (September 2021 Update),” Miller Nash, *News You Can Use*, coauthor (Sept. 2021)
- “Not So Fast! Workplace Mask Mandates May Not Be Over Just Yet,” Miller Nash, *News You Can Use* (May 2021)
- “The American Rescue Plan Act—Key Takeaways for Employers,” Miller Nash Graham & Dunn, *News You Can Use*, coauthor (Mar. 2021)
- “Considerations for Employers Contemplating a COVID-19 Vaccine Mandate,” Miller Nash Graham & Dunn, *News You Can Use*, coauthor (Dec. 2020)

- “Washington Compensation Requirements—2021 Update,” Miller Nash Graham & Dunn, *News You Can Use*, coauthor (Oct. 2020)
- “Managing Employee Performance When Mental Health or Substance Abuse Is Involved,” International Public Management Association for Human Resources, *HR News* (Sept. 2020)
- “The ABCs of Employee Leave Related to Their Children’s Schools Implementing Distance Learning,” Miller Nash Graham & Dunn, *News You Can Use* (Aug. 2020)
- “COVID-19 Employer Alert: Potential Public Health Notification Requirements,” Miller Nash Graham & Dunn, *News You Can Use* (July 2020)
- “REMINDER: New Pay Requirements—and Opportunities—Under the Washington Exempt Computer Professionals Begin July 1, 2020,” Miller Nash Graham & Dunn, *News You Can Use* (June 2020)
- “A Roadmap for Reopening Workplaces in Washington and Oregon During COVID-19,” Miller Nash Graham & Dunn, *News You Can Use* (June 2020)
- “Special Employment Law Considerations for the Remote Workplace,” Miller Nash Graham & Dunn, *News You Can Use*, coauthor (May 2020)
- “Let’s Get Back to Work! Construction Industry Personnel Considerations and Resources Related to COVID-19,” Miller Nash Graham & Dunn, *From the Ground Up* (Apr. 2020)
- “Attention Employers: Washington Governor Mandates New Protections for High-Risk Employees During COVID-19 Pandemic,” Miller Nash Graham & Dunn, *News You Can Use* (Apr. 2020)
- “Employers Should Know How CARES Act Impacts Unemployment Benefits,” Miller Nash Graham & Dunn, *News You Can Use*, coauthor (Apr. 2020)
- “The Small Business Exemption to the FFCRA: Employers to Self-Certify,” Miller Nash Graham & Dunn, *News You Can Use* (Apr. 2020)
- “DOL Issues Mandatory Poster and FAQ’s Addressing the New Paid Federal Leaves,” Miller Nash Graham & Dunn, *News You Can Use* (Mar. 2020)
- “Breaking Down the New Federal Emergency Paid-Leave Entitlements,” Associated General Contractors of Washington (Mar. 2020)
- “Federal Government Requires Paid Child Care Leave Under FMLA and Provides Payroll Tax Credits” Miller Nash Graham & Dunn, *News You Can Use*, coauthor (Mar. 2020)
- “COVID-19 FAQs for Employers” Miller Nash Graham & Dunn, coauthor (Mar. 2020)
- “Watch for gray areas in new state leave law,” *Vancouver Business Journal*, quoted (Jan. 2020)
- “Happy Paid Leave Eve: Some Common Questions and Observations About Washington’s New Paid Family and Medical Leave to Help Employers Prepare for Compliance,” Miller Nash Graham & Dunn, *News You Can Use* (Dec. 2019)
- “Addressing Employee Harassment Complaints,” Miller Nash Graham & Dunn, *News You Can Use* (Dec. 2019)
- “Get Ready for Oregon’s Paid Family Medical Leave Program,” *Portland Business Journal* (Aug. 2019)
- “Oregon Enacts Paid Family and Medical Leave,” Miller Nash Graham & Dunn, *Employment Law & Labor Relations Electronic Updates* (Jul. 2019)
- “L&I Proposal Would Drastically Change State’s Overtime Rules,” *The Columbian*, interview (Jul. 2019)
- “Employers: Are you ready for the new paid family & medical leave program?” *Vancouver Business Journal*, guest column author (Jan. 2019)
- “Heed Washington’s New Paid Family and Disability Leave Program,” *Daily Journal of Commerce*, op-ed author (Nov. 2018)
- “Be cautious when freelancing in the gig economy,” *Vancouver Business Journal*, guest column author (Mar. 2018)
- “How will ‘Weinstein effect’ impact local business?” *Vancouver Business Journal*, quoted (Dec. 2017)

- “Mandatory paid sick leave requirement starts in January,” *Vancouver Business Journal*, guest column author (Oct. 2017)
- “Does ‘at-will’ employment still exist in Oregon?” *Daily Journal of Commerce*, op-ed author (Apr. 2017)
- “Sick leave update: pitfalls and a prevailing wage wrinkle,” *Daily Journal of Commerce*, op-ed author (Oct. 2016)
- “New Antidiscrimination Rule from the Office of Federal Contract Compliance Programs,” *Cascade Business News* (Aug. 2016)
- “Overtime Law: Thought Leader Forum,” *Portland Business Journal* (Aug. 2016)
- “Understanding upcoming changes to overtime rules,” *Vancouver Business Journal*, guest column author (July 2016)
- “New Oregon minimum wage rules are nearly here,” *Daily Journal of Commerce*, op-ed author (June 2016)
- “Resolutions for Oregon employers in 2016,” *Daily Journal of Commerce*, op-ed author (Dec. 2015)
- “An Employment Lawyer’s Rendition of Auld Lang Syne: When May Old Personnel Records be Forgotten?” *Cascade Business News*, coauthor (Dec. 2015)
- “New sick law leaves some folks feeling ill,” *Daily Journal of Commerce*, quoted (Nov. 2015)
- “Employee or Contractor? THAT is the Real Question,” *Cascade Business News* (Apr. 2015)
- “Chapter 13: Independent Contractors,” AOI, *Oregon Human Resources Manual* (2015-present)

Presentations

Amy is a frequent speaker on various topics. Following is a listing of presentations since 2015. A complete list is available upon request.

- “Employment Law Update,” Oregon Society of CPAs, Not-for-Profit Conference (Apr. 2022)
- “Luncheon Keynote: 2022 Legal Update for HR Professionals,” Washington State SHRM, Employment Law & HR Conference (March 2022)
- “Hot Topics & FAQs,” Miller Nash, The Latest COVID-19 Guidance for Employers: Vaccine Mandates and Accommodations Webinar (Feb. 2022)
- “Federal, State, Local and Labor Law Updates,” Miller Nash, Employment Law Seminar (Dec. 2021)
- “Legal Update,” Southwest Washington Society for Human Resource Management (SHRM), 2021 Virtual Annual Conference (Nov. 2021)
- “Legal Update,” Southwest Washington Society for Human Resource Management (SHRM), November Luncheon (Nov. 2021)
- “Vaccine-Mandate Town Hall,” Associated General Contractors of Washington (Sept. 2021)
- “Lunch Keynote: Handling Terminations with Confidence,” Alaska Society for Human Resource Management (SHRM) State Council, Alaska State HR Conference (Sept. 2021)
- “Return to Work Issues in Alaska,” Employment Law Alliance, Employment Matters Podcast Episode 278, guest speaker (Aug. 2021)
- “Mask Mandates & Safety in the Workplace—What You Need to Know as We Reopen,” The Nonprofit Association of Oregon (June 2021)
- “What’s Ahead? Key Legislative and Employment Updates,” Miller Nash Graham & Dunn, webinar (Mar. 2021)
- “Keynote: 2021 Legal Update for HR Professionals,” Washington State SHRM, Employment Law & Human Resources Conference (Mar. 2021)
- “Working Through the Pandemic—What about Vaccine Mandates?” Alaska Society for Human Resource Management (SHRM) State Council (Mar. 2021)
- “What Employers Need to Know about COVID-19 Vaccination Requirements,” Better Business Bureau, Great West + Pacific region (Mar. 2021)
- “Navigating COVID-19 Vaccine Issues,” Associated General Contractors of Washington, Safety Forum (Feb. 2021)

- “What Nonprofit Employers Need To Know About COVID-19 Vaccination Requirements,” The Nonprofit Association of Oregon (Feb. 2021)
- “Before and After Fixer-Upper Reveals: 2020 Federal Employment Law Update,” Miller Nash Graham & Dunn, Employment Law Seminar (Dec. 2020)
- “Siting the Foundation: Remote Workers in Different States,” Miller Nash Graham & Dunn, Employment Law Seminar (Dec. 2020)
- “Where Do We Go From Here? A Practical New Year’s Legal Update to Wind Up 2020,” Southwest Washington Society for Human Resource Management (SHRM), luncheon (Dec. 2020)
- “Labor Laws: The New Normal,” Oregon Bankers Association, Leadership Symposium (Dec. 2020)
- “November Safety Forum - Current Best Practice in COVID-19 Management,” Associated General Contractors of Washington (Nov. 2020)
- “Latest Updates on PPP Loans and COVID Paid Leave Tax Credits,” Oregon Bioscience Association, Weekly Virtual Coffee Talk (Oct. 2020)
- “Return to Business (Reopening Offices),” Entrepreneur’s Organization Seattle Chapter, webinar (Aug. 2020)
- “A Roadmap to Reopening: Return to Workplace Considerations for Service Trades Employers During the COVID-19 Pandemic,” Better Business Bureau, webinar (July 2020)
- “A Roadmap to Reopening Washington: Return to Workplace Considerations for Employers,” Society for Human Resource Management, webinar (June 2020)
- “Roadmap for Reopening Workplaces in OR & WA during COVID-19,” American Council of Engineering Companies of Oregon, webinar (June 2020)
- “A Roadmap for Reopening Workplaces in Oregon & SW Washington,” Oregon Bioscience Association, Bio, Business and Good Beans webinar series (June 2020)
- “Webcast: Protected Absences and Leave Compliance,” 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)
- “What All Employers Need to Know in Times of Coronavirus,” Metropolitan Business Association, Virtual Lunch Meeting (Apr. 2020)
- “Tips For the End of the World: Legal Challenges Around COVID-19,” The Initiative, webinar (Apr. 2020)
- “Protected Absences and Leave Compliance,” The Seminar Group, Labor & Employment Law Conference (June 2020)
- “COVID-19 and Construction: Town Hall Conference Call (Session II),” Associated General Contractors of Washington (Mar. 2020)
- “COVID-19 Virtual Town Hall,” Associated General Contractors of Washington (Mar. 2020)
- “Coronavirus in Construction Webinar: Key Issues and Best Practices for Projects and Personnel,” Miller Nash Graham & Dunn, webinar (Mar. 2020)
- “Paid Family and Medical Leave Act,” Washington State Auto Dealers Association, webinar (Dec. 2019)
- “Final Preparation for New Washington Employment Laws,” Miller Nash Graham & Dunn, Breakfast Roundtable Series (Dec. 2019)
- “Course Corrections Ahead: An Update on New Laws to Avoid Running Aground,” Miller Nash Graham & Dunn, Employment Law Seminar (Oct. 2019)
- “To Document, or Not, and Other Hot Topics in Employment,” Miller Nash Graham & Dunn, Breakfast Roundtable Series (June 2019)
- “2018 Employment Law Update,” Southwest Washington Society for Human Resource Management (SHRM) (Nov. 2018)

- “An Employment Law Primer for the Non-Employment Lawyer,” Clark County Bar Association, Nuts & Bolts CLE (Oct. 2018)
- “Hiring Without Headache: Solutions For Staffing,” Oregon Restaurant & Lodging Association Convention (Sept. 2017)
- “Employee Leaves,” Washington Bankers Association, conference speaker (Sept. 2017)
- “Certificate Program in FMLA & ADA Compliance,” HRTrainingCenter.com, trainer (Dec. 2016-present)
- “Laws, Rules & Regulations Impacting Associations Now and in the Future,” Oregon Society of Association Management (Nov. 2016)
- “HR Employment Law 101,” Washington Human Resources Academy (Nov. 2016)
- “Amy’s Annual Employment Law Briefing,” Southwest Washington Society for Human Resource Management (SHRM), featured speaker (Oct. 2016)
- “An Employment Law Update for the Hospitality Industry,” Oregon Restaurant and Lodging Association, Annual Convention (Oct. 2016)
- “Certificate Program For HR Generalists,” HRTrainingCenter.com, trainer (Sept. 2016-present)
- “Employment Law Today: The Wild, Wild West,” Oregon Association of Nurseries’ Farwest Show (Aug. 2016)
- “Workplace Investigations: Advising Your Client,” The Seminar Group, 19th Annual Labor & Employment Law Conference, (Aug. 2016)
- “Local Governments Sharing Personnel and Jointly Providing Services,” Oregon City Attorneys Association, Annual Municipal Law CLE (May 2016)
- “A New Year’s Legal Update for HR Professionals,” Southwest Washington Society for Human Resource Management (SHRM) (Jan. 2016)
- “2015 Fall Legal Update: A Highlight of New Laws, Potential Changes, and Emerging Issues,” Southwest Washington Society for Human Resource Management (SHRM) (Nov. 2015)
- “Hot Topics in Employment Law for the Family Business,” Oregon State University Austin Family Business Program (Oct. 2015)
- “Employee Benefits,” The Seminar Group, 18th Annual Labor & Employment Law Conference (Aug. 2015)
- “Hot Topics in Employment Law Affecting Agricultural Business,” Oregon State Bar, Agricultural Law Section (May 2015)
- “HR Hot Topics: Reasonable Accommodations for Mental Health, and an Update on Leave Laws,” Washington Bankers Association, Northwest Educational Human Resources Conference (Apr. 2015)

Recognition & Honors

- *Daily Journal of Commerce* Oregon Women of Vision, Honoree, 2018
- Washington Women Lawyers—Board Member of the Year, 2012
- Selected for inclusion as a Washington Super Lawyer—Rising Stars, 2010-2011