







Kjersten H. Turpen

Special Counsel

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“I partner with clients to strategically navigate employment laws to minimize risk and ensure a positive and productive workplace. Whether I am advocating for a client in litigation or advising a client proactively, I take pride in my responsiveness and thoughtful approach to helping clients achieve their goals.”

Kjersten Turpen represents domestic and international employers in all areas of employment law. She provides comprehensive employment law counseling on managing day-to-day risk in the workplace, including best practices for employee hiring and separation, in particular with regard to drafting and enforcing non-competition agreements and other measures employers can take to protect their confidential and proprietary information. She frequently prepares executive agreements and separation agreements. Her experience includes advising clients regarding complex labor and employment issues in both domestic and international mergers and acquisitions.

Kjersten also has extensive experience litigating claims of trade secret misappropriation, discrimination, harassment, retaliation, wrongful termination, and wage and hour violations. She represents clients in Oregon, Washington, and California in private arbitrations, federal and state courts, and before administrative agencies such as the U.S. Equal Employment Opportunity Commission and its state counterparts. Kjersten has obtained favorable verdicts and settlements for clients across a variety of industries and during all phases of litigation.

Kjersten is a frequent speaker and author on key employment law issues. Recent topics include COVID-19 implications for the workplace, and new legislation and case law impacting employers.

Professional Activities

- Multnomah Bar Association, Member
- Oregon State Bar
 - Labor & Employment Section, Member
- California State Bar
 - Labor and Employment Law Section, Member

Education

J.D., Santa Clara University School of Law, 1999

- Certificate in International Law

Magdalen College, Oxford University, public international law, 1997

B.A., University of Oregon, with honors, English, 1996

Bar Admissions

Washington
Oregon
California

Court Admissions

U.S. District Court, Western District of Washington

U.S. District Court, District of Oregon

- Oregon Association of Defense Counsel (OADC)
 - Board of Directors, 2020
 - Employment Practice Group
 - Chair, 2019
 - Vice Chair, 2018
 - Publications Liaison, 2017
- National Association of Women Lawyers, Member, 2020-present
- Association FOR Corporate Growth, Portland Chapter, Member
- U.S. District Court, District of Oregon, Judicial Law Clerk to the Hon. Malcolm F. Marsh, 2000-2003
- U.S. District Court, District of Oregon, Judicial Law Clerk to the Hon. Michael R. Hogan, 1999-2000

Civic Activities

- Society for Human Resource Management, Member, 2019-present

Publications

- “Enforcing Electronically Acknowledged Arbitration Agreements in California,” Miller Nash, *IP & Technology Law Trends*, coauthor (June 2022)
- “California Employers Are Hit Again on Wages,” Miller Nash, *Employment Law in Motion*, coauthor (June 2022)
- “California Employer’s Good-Faith Belief That Freelance Model Was Not an Employee Defeats Penalty Claims,” Miller Nash, *Employment Law in Motion*, coauthor (June 2022)
- “The Latest Cal/OSHA Emergency Temporary Standards Update,” Miller Nash, *Employment Law in Motion*, coauthor (May 2022)
- “Opinion: 6 Bills That Could Change the Way Oregon Employers Run Their Offices,” *Portland Business Journal*, coauthor (Apr. 2021)
- “Return-to-Work Planning—A Constant Evolution,” OADC, *The Verdict*, Issue 3 (2020)
- “The ABCs of Associate Success,” OADC, *The Verdict*, Issue 3 (2020)
- “Employers Are Required to Monitor and Ensure That Hourly Employees Take Meal Breaks,” OADC, *The Verdict*, Issue 1 (2020)
- “Recent U.S. Supreme Court Rulings Impact Oregon Employers that Use Arbitration Agreements,” OADC, *The Verdict*, Issue 3 (2019)

Presentations

- “Who’s Ready to Go Back? Round-Robin Discussions on Returning to Work and Employee Engagement,” Financial Executives International, panelist (2021)
- “Trends in COVID-19 Employment Law Litigation,” OADC (2020)
- “Return to Work—Practical Employment Law Advice When Managing Employees During the COVID-19 Pandemic,” Financial Executives International (2020)
- “Implications for Employers as We Return to Work Following COVID-19,” OADC, webinar, moderator (2020)
- “Impact of COVID-19,” OADC, webinar, moderator (2020)
- “Careers in Civil Defense/Litigation,” Lewis & Clark Law School, panelist (2020)
- “Managing Employee Absences Under OFLA and FMLA,” BOLI, Annual Conference (2019)
- “New Oregon Legislation of Importance for Employers,” OADC (2019)
- “Understanding and Avoiding Discrimination and Sexual Harassment in the Workplace,” Oregon BOLI (2019)
- “Pay Equity in Oregon,” Oregon BOLI (2018)
- “Documentation, Discipline & Discharge,” Oregon Bureau of Labor and Industries (BOLI) (2018)
- “Ethics in Settlement for Class and Complex Litigation,” ABA Litigation Section Roundtable (2015)

Recognition & Honors

- Earned the Distinguished Service Award presented by the U.S. District Court for the District of Oregon which recognizes exemplary service to the judiciary.