



Jess D. Osborne

Partner

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📡 employmentlawinmotion.com

“With a personal background working in management and non-management positions outside of the legal profession, I bring a unique perspective to the work I do on behalf of clients, adding a deeper understanding to the realities of day-to-day management and operations.”

Jess Osborne represents public, private, and nonprofit employers in a variety of employment and labor relations matters. She guides employers through a myriad of issues, including compliance with employment law statutes, challenges with organizational change, organized workforce questions, and conducting workplace investigations. Jess also represents clients in employment litigation matters related to wrongful discharge, wage and hour, and other related areas.

In her labor relations practice, Jess assists clients with contract negotiations and administration and negotiating collective bargaining agreements. She also represents employers in labor arbitrations and before the National Labor Relations Board.

Before joining Miller Nash, Jess practiced at a boutique employment and labor firm after working as a litigator with national law firms where she represented clients in a variety of areas, including legal ethics and risk management, mass torts, complex commercial, and employment law. Jess is an active volunteer with many community and industry organizations, with a specific dedication to supporting the LGBTQIA+ communities.

Professional Activities

- OGALLA—Oregon’s LGBTQIA+ Bar Association, Member, 2012-present
 - Bill and Ann Shepard Scholarship Committee, 2014-present
 - Board of Directors, 2012-2019
- Owen M. Panner Inn of Courts, Member, 2018-present
 - Executive Committee, 2022-present
- Multnomah County Bar Association, Member
 - Diversity Scholarship Subcommittee, 2013-2015
- Oregon State Bar, Member
 - Labor and Employment Section, Executive Committee, 2024-present

Education

J.D., Willamette University
College of Law, *cum laude*,
2012

B.A., University of
Wisconsin-Milwaukee,
2007

Bar Admissions

Oregon, 2012

Court Admissions

U.S. District Court, District
of Oregon

U.S. Court of Appeals for
the Ninth Circuit

Civic Activities

- Portland Gay Men's Chorus, Board of Directors, 2023-present
- Campaign for Equal Justice, Associate Committee, Member, 2018-present

Publications

- "Oregon Cannabis Employers No Longer Need to Comply with Measure 119 and Obtain Labor Peace Agreements," Miller Nash, *Employment Law in Motion* (June 2025)
- "Staying in Compliance: Navigating Oregon Measure 119 for Cannabis Employers," Miller Nash (Mar. 2025)

Presentations

- "Managing Accommodations Requests: Special Considerations for Unionized Employers," National Public Employer Labor Relations Association, Annual Conference, (June 2025)
- "Employee Accommodations in a Neurodiverse World," Association of Washington Cities, Labor Relations Institute (May 2025)
- "Tornado Warning: Identifying and Addressing Workplace Bullying, Violence & Safety," Miller Nash, Employment Law Seminar (Nov. 2024)
- "Embracing Change in the Shifting Labor Relations Climate," Miller Nash, Employment Law Seminar (Nov. 2024)
- "Preventing and Responding to Union Organizing in the Nonprofit World: Strategies, Challenges, and Best Practices," Employment Law Alliance, panelist (Oct. 2024)
- "Looking Back, Looking Forward: What's New in Employment Law," Public Risk Management Association, PRIMA Institute (Oct. 2024)
- "Don't Let Union Organizing Derail Your Workplace: Responding to Organizing Efforts and Enhancing Organizational Communication Strategies," Northwest Human Resource Management Association (NHRMA), Annual Conference (Sept. 2024)
- "Big Brother at Work: Ins and Outs of Workplace Privacy," Public Risk Management Association (PRIMA), Annual Conference (June 2024)
- "Diversity, Equity, and Inclusion for Successful Organizations," Oregon Air National Guard, Oregon Women's Leadership Conference (May 2024)
- "The Changing Landscape of Protected Employee Speech and Religious Expression," Washington State SHRM, Annual Conference (Mar. 2024)
- "Employment Investigations 101," Coalition of Oregon School Administrators (COSA), Annual School Law Conference (Dec. 2023)
- "Understanding the Relationship Between the New NLRB and Private Sector Employers," Lake Washington Human Resource Association, Legal Update Seminar (Nov. 2023)
- "Rolling Forward, Rolling Back: Employment Updates from the Courts & Beyond," Lower Columbia HR Management Association (Nov. 2023)
- "The Newlywed Game: Employers and the National Labor Relations Board," Miller Nash, Employment Law Seminar (Oct. 2023)
- "Employment Law Update," Public Risk Management Association, PRIMA Institute (Oct. 2023)
- "Harassment and Discrimination in a Remote World," Lower Columbia Human Resources Management Association (May 2020)

Recognition & Honors

- Selected for inclusion in *Best Lawyers in America*® (Portland, OR)
 - Employment Law—Management, 2025-present
 - Labor Law—Management 2025-present
 - Litigation—Labor and Employment, 2025-present
- Selected for inclusion in *Best Lawyers: Ones to Watch*® (Portland, OR)
 - Labor and Employment Law—Management, 2021-2024
 - Litigation—Labor and Employment, 2021-2024