



Michael P. Zangl

Associate

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“I rely on my adaptability and thorough approach to provide clients with practical, tailored solutions to address real challenges.”

Michael Zangl is a member of the firm’s employment law & labor relations and education law practice teams. He uses a thoughtful and proactive approach to supporting the firm’s clients in a variety of employment and education matters. Michael has experience representing clients in federal court and defending education institutions against constitutional and tort claims. He also serves higher education clients by conducting independent workplace investigations related to discrimination and fulfillment of job responsibilities.

Michael began at Miller Nash as a summer associate in 2022 and 2023 where he supported the firm’s real estate, bankruptcy, tribal, and education and employment teams with research and drafting memoranda. Michael also served as a judicial extern for the U.S. District Court for the Eastern District of Washington.

Before law school, Michael had a career in higher education administration and student life where he gained a deep understanding of how higher education institutions function and the issues they face on a daily basis.

Professional Activities

- Washington State Bar Association, Member
- Oregon State Bar, Member
- QLaw Association of Washington, Member
- Northwest Association of College and University Housing Officers (NWACUHO)
 - Board Member, 2019-2021
 - Diversity and Inclusion Committee, 2017-2019
 - Program Task Force, 2017-2019
- Bowling Green State University, Student Development Association
 - Second Year On-Campus Representative, 2015-2016
 - First Year On-Campus Representative, 2014-2015

Education

J.D., Seattle University
School of Law, *cum laude*,
2024

- Lead Article Editor,
Seattle University Law Review
- Vice President,
OutLaws, 2022-2023

M.A., Bowling Green State
University, college student
personnel, 2016

- On-Campus
Representative,
Student Development
Association

B.A., University of
Washington, *cum laude*,
art history, minor in
gender, women, and
sexuality studies, 2014

- Annual Dean’s List,
2011-2013
- Senate Vice Speaker,
Associated Students
of the University of
Washington (ASUW)

Bar Admissions

Washington, 2024
Oregon, 2025

- University of Washington
 - Associated Students of the University of Washington (ASUW)
 - Queer Student Commission, Advocacy Intern, 2012-2013
 - ASUW Senator, 2012-2013
 - Presidential Proxy to Personnel Committee, 2011-2012
 - Human Resources Intern, 2011-2012
 - Lander Hall Council, Advocacy and Council for Tomorrow, 2010-2011

Publications

- “DEI Initiatives Face New Risks Under Executive Branch Interpretations,” Campus Legal Advisor (Oct. 2025)
- “Washington State Minimum Wage 2026 Update, Including Jurisdictions Exceeding the State’s Minimum Wage,” Miller Nash, *Employment Law in Motion* (Oct. 2025)
- “Real ID Deadline Is Approaching: What this Means for Employers and Employees,” American Bar Association, *Labor & Employment Law News* (July 2025)
- “Oregon Cannabis Employers No Longer Need to Comply with Measure 119 and Obtain Labor Peace Agreements,” Miller Nash, *Employment Law in Motion* (June 2025)
- “Update on Jurisdictions Exceeding Washington State’s Minimum Wage in 2025: Burien and Everett,” Miller Nash, *Employment Law in Motion* (May 2025)
- “Washington State Law Provides Agricultural Cannabis Workers the Right to Unionize,” Miller Nash, *Employment Law in Motion* (May 2025)
- “RealID Deadline Is Approaching: What this Means for Employers and Employees,” Miller Nash, *Employment Law in Motion* (Apr. 2025)
- “Staying in Compliance: Navigating Oregon Measure 119 for Cannabis Employers,” Miller Nash (Mar. 2025)
- “New Trump Administration Executive Orders Reflect Significant Policy Changes—Key Takeaways for School Administrators,” Miller Nash (Jan. 2025)
- “Companies Face a New Wave of Class Action Privacy Litigation,” Miller Nash, *IP & Technology Law Trends* (Aug. 2023)

Presentations

- “Pregnancy-Related Leaves and Accommodations,” Miller Nash, Employment Law Seminar (Oct. 2025)
- “Start Smart: Your Back to School Legal Toolkit for Managing Misconduct, Accommodations, & Critical Contracts,” Miller Nash webinar (Aug. 2025)

Recognition & Honors

- Northwest Association of College and University Housing Officers (NWACUHO), New Professional Award, 2019

Personal Activities

In his free time, Michael enjoys playing new tabletop board games and card games, reading science fiction and fantasy novels, and going to the movie theaters.