



# Stacie Damazo DeSimone

Associate

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**“I partner with clients to understand their culture, so that I can provide practical and tailored legal advice that addresses the particular needs of each individual business and workplace.”**

Stacie Damazo DeSimone represents public and private employers in Oregon and Washington in a variety of matters that impact the workplace. She has particular experience navigating complex and sensitive matters such as intricate leave administration, accommodation requests, and other challenging personnel situations. Stacie enjoys partnering with clients to untangle challenging facts, overlapping laws, and competing priorities to find workable, lasting solutions.

Stacie also crafts policies, procedures, and employee handbooks that are compliant and aligned with each organization’s culture and operational needs. Whether revising existing materials or building them from the ground up, Stacie focuses on creating practical resources that help organizations communicate expectations clearly and foster positive, productive workplaces.

In addition, Stacie regularly serves as an independent workplace investigator, conducting investigations into allegations of misconduct, harassment, discrimination, retaliation, and other sensitive issues that relate to the workplace. She holds a certificate from the Association of Workplace Investigators, an organization dedicated to promoting and enhancing the quality of impartial workplace investigations.

## Professional Activities

- Multnomah Bar Association
  - Young Lawyers Section
    - Affiliate Delegate to the American Bar Association Young Lawyers Division, 2023-present
    - Membership Committee, Member, 2019-2021
    - Lewis & Clark Law School 3L Liaison, 2018-2019
    - Member, 2019-present
- Oregon Women Lawyers
  - Multnomah County (Queen’s Bench) Chapter, Board Member, 2022-2024
  - Lewis & Clark Law School, Student Liaison, 2017-2018
  - Member, 2016-present

## Education

J.D., Lewis & Clark Law School, *cum laude*, 2019

- President, Student Bar Association
- Executive Editor, *Environmental Law*
- Cornelius Honor Society Inductee
- First-Year Moot Court: Best Oral Advocate
- Terry Wilson Scholarship
- Dean’s Scholarship for Excellence

B.A., University of Oregon, English, 2016

## Bar Admissions

Oregon, 2019  
Washington, 2021

## Court Admissions

U.S. District Court, District of Oregon, 2020

- Oregon State Bar
  - Civil Rights Section, Executive Committee, Secretary, 2022-2023
  - Oregon New Lawyers Division, Member, 2019-present
  - Young Lawyer Delegate to the American Bar Association House of Delegates, 2024-2026
- Association of Workplace Investigators, Member
  - AWI Certificate Holder, 2025
- American Bar Foundation, Fellow, 2024-present
- American Bar Association
  - Commission on Women in the Profession, Fellow, 2024-2025
  - Labor & Employment Law Section
    - Social Media Committee, Member, 2023-2024
    - Newsletter Committee, Member, 2023-2024
    - Outreach to New & Young Lawyers Committee, Member, 2023-2024
  - Young Lawyers Division
    - District Representative (WA & OR), 2024-2026
    - Labor & Employment Law Committee, Chair, 2023-2024
    - Labor & Employment Law Section, Liaison, 2023-2024
    - Litigation Committee, Vice Chair, 2022-2023
    - Member, 2016-present
  - Law Student Division, Assembly Member, 2018-2019

### Civic Activities

- Portland State University, Explore the Law Program, Mentor, 2019-2021
- SOLVE Volunteer, 2020-2022
- Big Brothers Big Sisters Columbia Northwest
  - Ambassador Board, Cochair, 2023-2024
  - Ambassador Board, Member, 2022-2024
- Legal Aid Services of Oregon (LASO) Night Clinic, Pro Bono Attorney, 2019-2021
- Lewis & Clark Law School
  - Alumni Board of Directors, 2022-present
  - Criminal Justice Reform Clinic, Pro Bono Attorney, 2022-2023
  - Attorney Mentor Program, Volunteer Mentor, 2019-2023

### Representative Experience

#### Employment Law & Labor Relations

- Advise on complex leave situations for public and private businesses, including those involving the Family Medical Leave Act, Washington Paid Family and Medical Leave, Oregon Family Leave Act, Paid Leave Oregon, the ADA, and Oregon Sick Time.
- Advise private & nonprofit employers from diverse industry groups on employee terminations and separations; compliance with wage and hour law, including meal and rest periods; final paychecks; employee classifications and garnishment; negotiating and preparing severance and settlements; and developing and reviewing policies and procedures in compliance with local, state, and federal law.
- Advise Oregon & Washington employers in the agricultural industry on compliance with the H-2A Temporary Agricultural Employment Program.
- Advised on termination of executive officer for international nonprofit.
- Conducted investigation regarding claims of gender discrimination and gender bias for local county.

- Obtained a full dismissal with prejudice of claims alleging First Amendment retaliation for former director of state agency.
- Negotiated favorable resolution of disability discrimination and retaliation charge filed with BOLI for local non-profit.
- Successfully defended against EEOC charge alleging religious discrimination and retaliation for regional corporation.
- Obtained dismissal of Oregon OSHA complaint alleging workplace safety violations for national corporation.
- Obtained dismissal of BOLI charge alleging disability discrimination, leave retaliation, and constructive discharge for regional private employer.
- Negotiated favorable resolution of sex discrimination and retaliation charge filed with BOLI for a private employer.
- Negotiated favorable resolution of unpaid wage claim for private employer in hospitality industry.

## Publications

- “Washington Employment Security Department Publishes Template 2026 PFML Notices,” Miller Nash, *Employment Law in Motion* (Jan. 2026)
- “Navigating Vague Resignations and ADA Compliance: Key Takeaways from the Oregon Court of Appeals’ *Cullen vs Clean Water Services* Decision,” Miller Nash, *Employment Law in Motion* (Nov. 2025)
- “BOLI Publishes Template Notice to Satisfy Wage Statement Disclosure Requirements Coming January 1, 2026,” Miller Nash, *Employment Law in Motion* (Oct. 2025)
- “Washington Legislature Expands Domestic Violence Leave Act to Include Leave for Proceedings Relating to Hate Crimes,” Miller Nash, *Employment Law in Motion* (June 2025)
- “Washington Legislature Expands Worker Protections and Clarifies ‘Stacking’ Limits for Paid Family and Medical Leave,” Miller Nash, *Employment Law in Motion* (June 2025)
- “Washington Legislature Expands Qualifying Reasons for Paid Sick Leave to Include Leave for Immigration Proceedings,” Miller Nash, *Employment Law in Motion* (June 2025)
- “Discovery With” Spotlight, Oregon State Bar, *Bulletin* (February/March 2024 Issue)
- “Navigating the ‘Eligibility Gap’ Between Paid Leave Oregon, OFLA & FMLA,” *Cascade Business News* (Oct. 2023)
- “Common Q&A Over OFLA & Paid Leave Oregon,” *Oregon Business Report* (Sept. 2023)
- “Common Questions Answered Regarding OFLA & Paid Leave Oregon,” *Oregon Business* (Sept. 2023)
- “New Law Brings Aspects of Paid Leave Oregon and OFLA into Alignment,” *Daily Journal of Commerce* (June 2023)
- “Oregon OSHA Rescinds COVID-19 Rules Addressing Exceptional Risk Workplaces & Employer-Provided Housing,” *Oregon Business Report* (Apr. 2023)
- “Paid Leave Oregon: Are You Ready for Q2?,” *Oregon Business Report* (Mar. 2023)
- “Oregon Paid Leave Deadline Approaches,” *Oregon Business Report* (Dec. 2022)
- “Chapter 2: Civil Procedure & Litigation,” Oregon State Bar BarBooks™, *Statutory Time Limitations 2022 Edition* (July 2022)
- “Oregon or Washington: Which Paid Leave Program Applies?,” *Daily Journal of Commerce* (Aug. 2022)
- “To Contribute or Not to Contribute: The Paid Leave Oregon Dilemma for ‘Small Employers’,” *Cascade Business News* (June 2022)
- “COVID-19 Vaccine Mandate: The Changing Legal Landscape,” *HR.com* (Dec. 2021)
- “OSHA’s ETS: It’s Not a Test Unless OSHA Says It’s a Test,” *Cascade Business News* (Nov. 2021)
- “Will Oregon Follow DeReyter, Finding Washington’s Ag Overtime Exemption Unconstitutional?” Oregon State Bar, Agricultural Law Section (Apr. 2021)

- “Volunteering with Legal Aid During the Pandemic,” *Multnomah Lawyer* (Oct. 2020)
- “How to Support Young Lawyers During the COVID-19 Pandemic,” *Multnomah Lawyer* (2020)
- Oregon State Bar BarBooks™, *Civil Pleading and Litigation 2020 Edition* (2020)

## Presentations

- “Washington PFML Deep Dive: Legal Risks, Compliance Tips, and Best Practices for HR,” Miller Nash, webinar (Dec. 2025)
- “What Employers Need to Know Heading Into 2026,” Multnomah Bar Association, webinar (Dec. 2025)
- “The Compliance News Hour: Live Updates in Federal, State, and Local Law,” Miller Nash, Employment Law Seminar (Oct. 2025)
- “Leaves, Accommodations, and Retaliation,” Miller Nash, Employment Law Seminar (Oct. 2025)
- “Managing a Multi-Generational Workplace in a Hybrid Work Environment,” American Bar Association, National Conference on Equal Employment Opportunity Law, panelist (Mar. 2025)
- “Employee Accommodations in a Neurodiverse World,” Oregon BOLI, Annual Employment Law Conference (Nov. 2024)
- “When It Rains It Pours: Stay Afloat with the Deluge of Federal, State, and Local Legal Updates,” Miller Nash, Employment Law Seminar (Nov. 2024)
- “Complying with New Leave Legislation: Best Practices for Oregon Employers,” Oregon Business & Industry (June 2024)
- “Navigating Complex Leave Administration,” Tigard Chamber of Commerce (May 2024)
- “HR Think Tank: Navigating Complex Leave Administration,” Portland Human Resources Management Association (PHRMA) (Mar. 2024)
- “Employment Law Update,” Northwest Public Power Association (Oct. 2023)
- “2023 Employment Law Update,” Rogue Valley, SHRM Legal Seminar (May 2023)
- “U.S. Employment Law & Regulations,” Portland Human Resources Management Association (PHRMA), Spring Certification Study Group (Apr. 2023)
- “Paid Leave Oregon Overview,” Oregon Society of Certified Public Accountants, Business & Industry Knowledge Network (Jan. 23)
- “Paid Leave Oregon Workshop,” Washington County Chamber of Commerce (Dec. 2022)
- “Paid Leave Oregon,” Cedar Mill Business Association (Sept. 2022)

## Recognition & Honors

- Selected for inclusion in *Best Lawyers: Ones to Watch*® (Portland, OR)
  - Labor and Employment Law—Management, 2026-present
- Lewis & Clark Law School Cornelius Honor Society Inductee, 2019
- Served as a contributing author in the Oregon State Bar’s *Oregon Civil Pleading and Litigation* publication that received the “Award of Outstanding Achievement” in the “Best Publication Category” awarded by the Association for Continuing Legal Education.

## Personal Activities

In her free time, Stacie enjoys hiking and camping, and is an avid Portland Timbers fan.