



April L. Fredrickson

Partner

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April Upchurch Fredrickson represents public and private employers in all areas of labor and employment law. She advises clients on a broad range of workplace and employment issues, including employment policies and practices, state and federal leave laws, wage-and-hour compliance, disability accommodation, employment discrimination, harassment and retaliation claims, non-competition agreements, predictive scheduling compliance, and employee discipline and termination. April advises employers in Oregon and Washington.

April has extensive experience representing employers in single plaintiff and class action litigation in state and federal court as well as before administrative agencies including the Equal Employment Opportunity Commission, the Bureau of Labor and Industries, the Washington Human Rights Commission, and the Department of Labor & Industries.

April also represents employers in labor relations and has experience in collective bargaining, contract administration, arbitration, and representing employers before the National Labor Relations Board.

Publications

- "Oregon and Washington Wage-and-Hour Compliance: Common Pitfalls and How to Prevent Them," Miller Nash, *Employment Law in Motion* (July 2026)
- "Not Perfect Harmony: Blasting Music with Derogatory Terms May Create a Hostile Workplace," Miller Nash, *Employment Law in Motion*, coauthor (June 2023)
- "Construction Industry Under Increased Scrutiny for Sex Discrimination Claims," *Daily Journal of Commerce* (Mar. 2023)
- "Are Work-Required Security Screenings on the Clock, Or Not?" Miller Nash, *Employment Law in Motion* (Dec. 2022)

Presentations

- "New DEI and Immigration Liability with Presidential Executive Orders," Associated General Contractors of Washington, Culture of CARE Forum (Mar. 2025)
- "Pay Transparency: Employer Requirements and Proactive Strategies," Miller Nash Employment Law in Motion webinar (Apr. 2023)

Education

J.D., Northeastern University, 2001

B.A., University of Oregon, 1996

Bar Admissions

Washington, 2001
Oregon, 2013

Court Admissions

U.S. District Court, Eastern District of Washington

U.S. District Court, Western District of Washington

U.S. District Court, District of Oregon

- “Employment Law Update for the Washington Hospitality Industry: Tips and Tricks for Staying Out of Hot Water in 2023,” Washington Hospitality Association Webinar (Feb. 2023)
- “Being Comfortable with the Uncomfortable: Employment Law Updates Near and Far,” RIMS Washington Chapter Webinar (Feb 2023)

Recognition & Honors

- Selected for inclusion in *The Best Lawyers in America*® (Seattle, WA)
 - Employment Law—Management, 2025-present
 - Litigation—Labor and Employment, 2024-present
 - Labor Law—Management, 2021-present
- Selected for inclusion as a Washington Super Lawyer—Rising Star, 2009-2011