

Ally McLain

Associate

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"I am committed to providing clients with proactive and responsive legal services tailored to their unique business needs. By anticipating workplace challenges and collaborating closely, I help prevent issues before they arise while remaining a reliable resource for support whenever needed."

Ally McLain is a member of the firm's employment law & labor relations practice team. She counsels Oregon and Washington employers on compliance and litigation matters. Her counseling practice focuses on wage and hour compliance (including navigating and preventing class actions), navigating state and federal leave laws, workplace accommodations, workers' compensation, and prevention of discrimination, retaliation, and harassment. Ally also conducts independent workplace investigations addressing employee claims of discrimination (including sexual harassment), retaliation, leave law violations, and policy breaches. She holds a certificate from the Association of Workplace Investigators, an organization dedicated to promoting and enhancing the quality of impartial workplace investigations.

Additionally, she assists clients by drafting and revising employee handbooks, company policies, and employment-related contracts, and provides workplace trainings designed to foster legal compliance and improve organizational practices.

Before her focus on counseling, Ally built a strong foundation in employment litigation, representing employers in state and federal court and before administrative agencies. She previously practiced employment law at regional and national law firms and briefly served as in-house counsel for an energy storage manufacturer, where she researched prevailing wage laws across the U.S. to support contract negotiations.

During law school, Ally worked as a law clerk for the Bonneville Power Administration, assisting on matters related to federal employment law, energy law, and landowner disputes. Before pursuing her legal career, Ally earned a food science degree, worked within the quality departments of various food manufacturing facilities, and had the opportunity to create (and taste test) ten-pound wheels of Gruyère. Ally combines her scientific background with her legal expertise to deliver thoughtful and practical advice in an accessible and organized manner to help clients navigate complex workplace challenges.

Education

J.D., Lewis & Clark Law School, *cum laude*, 2018
- Lead Articles Editor, *Lewis & Clark Law Review*, 2016-2018
- Business Law Society, 2015-2018

B.S., Oregon State University, *summa cum laude*, food science & technology, 2014

Bar Admissions

Oregon, 2018
Washington, 2023

Court Admissions

U.S. District Court, District of Oregon, 2022

U.S. District Court, Western District of Washington, 2023

Professional Activities

- Multnomah Bar Association, Member, 2022-present
  - Young Lawyers Section
    - Membership Committee, Member, 2022-2025
- Oregon Women Lawyers, Member, 2015-present
  - Working Parents Committee, Member
- Oregon Restaurant & Lodging Association (ORLA)
  - Board Member, 2026-present
  - Member, 2025-present
- Oregon State Bar, Member, 2018-present
- Washington State Bar Association, Member, 2023-present
- Association of Workplace Investigators, Member, 2025-present
  - AWI Certificate Holder, 2026
- Portland Human Resource Management Association, Member, 2026-present

Civic Activities

- The FLIP Museum, Inc., Board Member, 2026-present
- Food Northwest, Member, 2025-present
  - Operations and Technical Affairs Committee, Member, 2026-present
- Lewis & Clark Law School
  - Alumni Board of Directors, 2023-present
  - Alumni Board of Directors, Alumni Awards Chair, 2026-present
  - Attorney Mentor Program, Volunteer Mentor, 2018-present
- Oregon State University Food & Beverage Industry Network, Network Advisor, 2026-present

Publications

- "Oregon Court of Appeals Caps Wage-Deduction Damages, Reaffirms Class Action 'Cure:' What *Winn v. Blakeslee Vineyard Estate, Inc.* Means for Oregon Employers," Miller Nash, *Employment Law in Motion* (Sept. 2026)
- "Oregon and Washington Wage-and-Hour Compliance: Common Pitfalls and How to Prevent Them," Miller Nash, *Employment Law in Motion* (July 2026)
- "The Oregon Court of Appeals Clarifies Consequences for Shortened Meal Periods," Miller Nash, *Employment Law in Motion* (Mar. 2026)
- "HIPAA Does Not Excuse Compliance with Legitimate Employer Medical Documentation Rule," Miller Nash, *Employment Law in Motion* (Mar. 2026)
- "Ninth Circuit Clarifies FLSA Retaliation Liability in *Hollis v. R&R Restaurants, Inc.*," Miller Nash, *Employment Law in Motion* (Dec. 2025)

Presentations

- "From Concern to Conclusion: A Practical Guide to Workplace Investigations," Portland Human Resource Management Association, HR Specialty Session, copresenter (Oct. 2026)
- "Beneath the Surface: A Case Study Exploring the Hot Button Legal Issues Shaping Today's Workplaces," Southwest Washington Society for Human Resource Management, Annual Conference (May 2026)
- "Conducting Effective Workplace Investigations," Columbia Basin Society for Human Resource Management, Chapter Meeting (Mar. 2026)

Recognition & Honors

- Selected for inclusion in *Best Lawyers: Ones to Watch*® (Portland, OR)
  - Labor and Employment Law—Management, 2026-present
  - Litigation—Labor and Employment, 2026-present
- Selected for inclusion as an Oregon Super Lawyer—Rising Star, 2026-present
- Lewis & Clark Law School, Cornelius Honor Society Inductee, 2018