



# Christine

Christine Thelen  
Counsel to the Firm

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As a former Human Resources Consultant, Christine Thelen brings to her practice a unique understanding of the challenges employers and HR professionals face, from workplace disputes and employee relation issues to compliant policies and practices.

Christine provides advice and training to employers and human resource professionals on an array of HR policy, compliance, employee relations and workplace issues, including:

- Challenging separation and disciplinary actions, and employee complaints;
- Employee agreements;
- Discrimination, harassment and respectful workplace complaints;
- Employee handbooks and HR policies;
- Leaves of absence and ADA compliance;
- Wage and hour and pay equity issues;
- Harassment and respectful workplace training and coaching; and
- Manager training on effective management practices that mitigate risk.

In addition to providing advice, Christine has represented employers in federal and state court, as well as before the EEOC and state fair labor practices agencies, in a variety of employment matters, including:

- Employment disputes;
- Employment discrimination;
- Whistleblower claims;
- Contract disputes; and
- State and federal regulatory matters.

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## Practices & Industries

Labor, Employment & Benefits  
Wage & Hour

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## Education

Temple University James E. Beasley  
School of Law, J.D., *cum laude*, 2007

- Dean's List
- Temple Journal of Science,  
Technology and Environmental Law,  
Published Staff Member
- International Law and Public Policy  
Award Recipient

Claremont McKenna College, B.A.,  
Government and Economics

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## Accreditation

SHRM Senior Certified Professional  
(SHRM-SCP®), Society for Human  
Resource Management

Senior Professional in Human Resources®  
(SPHR®), HR Certification Institute

## Professional Experience

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## Admissions

U.S. District Court, District of Oregon  
Oregon

Trupp HR, Inc., Director, HR Services (2014-2018)

Epiq Systems, Inc., Project Manager (2012-2013)

Lane Powell PC, Employment Attorney (2011-2012)

Flaster Greenberg PC, Litigation & Employment Attorney (2007-2010)

## Community Involvement

Habitat for Humanity, Family Selection Committee (2011-Present)

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## Thought Leadership

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**April 27, 2020** | Publication

EEOC Says Employers Can Require COVID-19 Testing  
COVID-19 Resource

**April 22, 2020** | News

Thelen Quoted in Association of Washington Business Article  
'Communicate Often, Be Flexible With Employees and Learn About New  
Benefits, Employment Experts Say'

In the News

**April 17, 2020** | Event / CLE

COVID-19 Employer Resource Series: Employment Law & Employee  
Benefits

Association of Washington Business | Webinar

**April 3, 2020** | Event / CLE

COVID-19: Employment FAQs for Senior Housing & Care Providers

Lane Powell | Webinar

**March 25, 2020** | Publication

Oregon Expands Access to Unemployment Benefits  
COVID-19 Resource

**March 23, 2020** | Publication

Seattle and Washington Continue to Expand Financial Support for Workers  
in Response to the COVID-19 Pandemic

COVID-19 Resource

**March 13, 2020** | Publication

COVID-19 Employment FAQ's for Long Term Care and Senior Living Providers  
COVID-19 Resource

**October 11, 2019** | Event / CLE

Show Me the Money: What You Need to Know to Comply with Pay Equity Laws  
Northwest Human Resource Management Association Annual Conference | Portland, Oregon

**October 1, 2019** | Event / CLE

SOLD OUT: 37th Annual 'Best Practices for Best Employers™' Labor & Employment Seminar  
Lane Powell Seminar | Seattle

**July 8, 2019** | Publication

Oregon Employers Required to Update Anti-Discrimination Policies and Agreements After Legislature Tilts the Playing Field for Employees  
Labor, Employment & Benefits Update

**June 7, 2019** | Publication

New Washington Law Allows Affirmative Action Efforts by Public Employers  
Labor, Employment & Benefits Update

**June 5, 2019** | Publication

Oregon Passes Law Expanding Pregnancy-Related Accommodations for Employees  
Labor, Employment & Benefits Legal Update

**May 14, 2019** | Publication

New Washington State Law Levels the Playing Field: Employers Prohibited From Asking Salary History But Mandated to Disclose Salary Ranges  
Labor, Employment & Benefits Update

**May 1, 2019** | Event / CLE

36th Annual 'Best Practices for Best Employers™' Labor & Employment Seminar  
Lane Powell Seminar | Portland, Oregon

**April 4, 2019** | Publication

Washington Employers Take Heed: Paid Family Leave Amendment May Unexpectedly Extend Your Employees' Paid Leaves  
Labor & Employment Legal Update

**March 20, 2019** | Event / CLE

Best Practices for Complying With Pay Equity Laws  
East Portland Chamber of Commerce | Portland, Oregon

**December 21, 2018** | News

Thelen Quoted in *The Oregonian* Article 'Oregon's New Pay Equity Law Raises Prospects, Worries'  
In the News

**December 6, 2018** | Publication

BOLI Releases Oregon Equal Pay Act Rules. Does Your Business Have an Effective Pay Equity Strategy?  
Labor, Employment & Benefits Legal Update

**October 23, 2018** | Event / CLE

'Show Me the Money' — What You Need to Know to Comply With New Pay Equity Laws  
Lane Powell Labor and Employment Seminar | Seattle

**October 1, 2018** | Publication

Ready to Comply? State Law Mandates Equal Career Opportunities  
*Seattle Business Magazine*

**July 9, 2018** | News

Thelen Rejoins Lane Powell on Labor, Employment & Benefits Team  
Firm Announcement

**December 1, 2012** | Publication

At-Will Employment is Never as Simple as it First Sounds: Employers Must Treat Workers in a Consistent Manner  
*Portland Business Journal*

**January 2, 2012** | Publication

NLRB Strikes Down Arbitration Agreement Containing Class Action Waiver  
Labor, Employment & Benefits Legal Update

**September 9, 2011** | Publication

Ask the Legal Professionals Column

*Portland Business Journal*

**May 13, 2011** | Publication

Ask the Legal Professionals Column

*Portland Business Journal*

**April 21, 2011** | Event / CLE

Health Care Reform: What Every Best Employer Needs to Know

28th Annual 'Best Practices for Best Employers™' Labor and Employment Seminar