



Paul

Paul M. Ostroff
Shareholder

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Paul Ostroff has been advising and counseling clients on all aspects of labor and employment law for more than 40 years. He regularly represents employers before federal and state courts and administrative agencies, including the National Labor Relations Board, the Equal Employment Opportunity Commission, the Oregon Bureau of Labor and Industries, the California Fair Employment and Housing Commission and the U.S. Department of Labor.

Paul's practice includes counseling employers on matters related to:

- Collective bargaining
- Labor arbitration
- Union organizing campaigns
- Employment discrimination
- Discipline and discharge
- Wage and hour
- Employee benefits
- Workers' compensation
- Drafting of policies and handbooks
- ADA
- FMLA
- Employment contracts
- Covenants not to compete
- Occupational safety.

He works with clients in a variety of industries, including:

- Retail
- Manufacturing
- Software
- Computer technology

Practices & Industries

Labor, Employment & Benefits
Wage & Hour

Education

University of Chicago, M.B.A.
University of California, Hastings College of the Law, J.D.
University of California at Berkeley, B.A., Political Science

Admissions

Oregon
California
U.S. Court of Appeals, Ninth Circuit
U.S. Supreme Court

Honors

The Best Lawyers in America®,
Employment Management, Labor Management, Labor & Employment

Litigation (2011-2020)

“Oregon Super Lawyer,” Thomson Reuters, Employment and Labor (2012-2018)

LinkedIn

<https://www.linkedin.com/in/paul-ostroff-8aa7595/>

- Transportation
- Health care
- Public utilities
- Hospitality
- Financial services
- Apparel
- Public sector

In the first 10 years of his legal career, before joining Lane Powell, Paul represented unions and employees, which gives him a unique perspective within his focus on labor and employment law today.

Experience

American Campus Communities Oregon Bureau of Labor and Industries Prevailing Wage Investigation

Representing American Campus Communities in an investigation by the Wage and Hour Division of the Oregon Bureau of Labor and Industries (BOLI) concerning prevailing wages that were allegedly not paid to employees in connection with the construction of student residences on the campus of Southern Oregon University in Ashland, Oregon.

Diamond Parking, Inc. v. Teamsters Local 117

Represented Diamond Parking, Inc. in regards to grievance and union arbitration involving alleged wrongful termination of three employees for violation of company policy.

Forestry Services Company Labor Matters Related to Sale of Business

Represented a sizable forestry services company, in connection with all labor matters arising out of the sale of its forest product operations in Washington state.

Macy's, Inc. Labor Negotiations With United Food and Commercial Workers Union, Local 21

Served as chief counsel (at the negotiating table) to Macy's, in labor negotiations for a successor collective bargaining agreement covering seven stores and approximately 1,500+ employees at the client's Seattle-area stores. Negotiations, involving complex issues relating to benefits, paid leave, commissions, compensation and contract language, were completed in August of 2012.

Oregon Occupational Safety and Health Division v. NuStar Energy LP
Case No. 10-0002OSH

Represented NuStar Energy in proceedings before the Oregon Workers Compensation Board, following a multiple count citation by the Oregon Department of Occupational Safety and Health for violation of the Oregon Safe Employment Act at its Portland, Oregon facility.

Oregon Racing, Inc. d/b/a Portland Meadows Collective Bargaining Agreement With Service Employees International Union, Local 49

Advised Oregon Racing, Inc. d/b/a Portland Meadows, a subsidiary of Stronach Group, in reopening of current collective bargaining agreement with Service Employees International Union, Local 49, in relation to Stronach's subsidiary Oregon Racing d/b/a Portland Meadows.

Service Employees International Union Local 1199NW v. Community Health Systems et al

Represented Deaconess Medical Center in proceedings before the National Labor Relations Board in a complex dispute involving alleged unilateral changes in health care insurance, refusal to furnish information, failure to bargain in good faith, and other alleged violations.

Tesoro Refining and Marketing Company 2015 Refinery Strike

Represented Tesoro in connection with all legal matters growing out of a United Steelworkers (USW) strike at Tesoro's refinery in Anacortes, Washington.

Community Involvement

Oregon Business & Industry (Formerly known as Associated Oregon Industries)

- Chair, Employment Policy Committee (2020-Present)
- Member, Employment Policy Committee (2005-Present)

Oregon State Bar, Labor and Employment Section

- Executive Committee (2008-2017)
- Member

California State Bar Association, Labor and Employment Law Section

- Executive Committee (1985-1989)

- Member

American Bar Association (1977-Present)

- Labor and Employment Law Section
- Committee on the Development of the Law Under the National Labor Relations Act
- Committee on Practice and Procedure Before the National Labor Relations Board
- Torts and Insurance Practice Section
- Employee Benefits Committee
- Litigation Section
- Member

Labor and Employment Relations Association (formerly known as the Industrial Relations Research Association), Member

Multnomah Bar Association

- Continuing Legal Education Committee (1997-1999)
- Member

Pro Se Civil Rights Panel, U.S. District Court, District of Oregon (2001-Present)

Tech-America (formerly known as American Electronics Association), Oregon Council, Human Resource Committee (2007-2011)

Thought Leadership

June 9, 2020 | Event / CLE

Current Developments at the NLRB

The Seminar Group | Webinar

April 27, 2020 | Publication

EEOC Says Employers Can Require COVID-19 Testing

COVID-19 Resource

April 8, 2020 | Event / CLE

Managing Telecommuting in a Changing Legal Environment - New Challenges From COVID-19

Lorman Education Services | Webinar

March 25, 2020 | Publication

Oregon Expands Access to Unemployment Benefits
COVID-19 Resource

March 23, 2020 | Publication

COVID-19 Update for Oregon Employers: BOLI Issues an Emergency Regulation to Provide OFLA Leave for Employees who Must Provide Care to Children Whose Schools or Care Providers Have Closed due to Public Health Emergency Orders
COVID-19 Resource

March 19, 2020 | Publication

COVID-19 Second Relief Package: President Signs Scaled Back Law
COVID-19 Resource

January 2, 2020 | News

Ostroff Appointed Chair of Employment Policy Committee for Oregon Business & Industry
Awards & Honors

November 2019 | Publication

Arbitration and Mediation in Labor Relations
ADR in Oregon

August 15, 2019 | News

The Best Lawyers in America© 2020 Recognizes 63 Lane Powell Attorneys
Awards & Honors

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 5, 2019 | Publication

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

June 3, 2019 | Publication

Oregon Employers Face Another Hurdle as Legislature Amends Non-Compete Law (Once Again)

Labor, Employment & Benefits Legal Update

May 1, 2019 | Event / CLE

36th Annual 'Best Practices for Best Employers™' Labor & Employment Seminar

Lane Powell Seminar | Portland, Oregon

November 13, 2018 | Event / CLE

Legal Issues in Recruiting and Hiring

National Business Institute Human Resource Law From A to Z Seminar | Portland, Oregon

August 15, 2018 | News

The Best Lawyers in America® 2019 Recognizes 62 Lane Powell Attorneys Awards & Honors

July 24, 2018 | News

Twenty-three Lane Powell Attorneys Recognized by *Super Lawyers* in Alaska and Oregon

Awards & Honors

July 10, 2018 | Publication

Public Sector Union Fees Are Unconstitutional, Says the US Supreme Court Labor, Employment & Benefits Legal Update

June 6, 2018 | Event / CLE

35th Annual 'Best Practices for Best Employers™' Labor & Employment Seminar

Lane Powell Seminar | Portland, Oregon

March 12, 2018 | Event / CLE

Fair Labor Standards Act and State Wage and Hour Law Essentials – Practically Applying the Most Recent Legal Perspectives

National Business Institute Human Resource Law Boot Camp | Vancouver, Washington

August 15, 2017 | News

Fifty-nine Lane Powell Attorneys Named in *The Best Lawyers*® in America 2018

Awards & Honors

August 2017 | Event / CLE

Leading Employment Law Developments Affecting The Banking Industry
Oregon Banking Association – Human Resources Committee

July 10, 2017 | News

Twenty-three Lane Powell Attorneys Recognized by *Super Lawyers* in Alaska and Oregon
Awards & Honors

April 26, 2017 | Event / CLE

34th Annual Labor and Employment Seminar
Lane Powell Seminar | Portland, Oregon

November 23, 2016 | Publication

New DOL “White Collar” Overtime Rule Blocked by Federal Court
Labor and Employment Legal Update

November 9, 2016 | Event / CLE

Hiring/Recruiting
National Business Institute | Vancouver, Washington

August 17, 2016 | News

Fifty-one Lane Powell Attorneys Named in *The Best Lawyers in America*[®] 2017
Awards & Honors

July 11, 2016 | News

Twenty-one Lane Powell Attorneys Recognized by *Super Lawyers* in Alaska and Oregon
Awards & Honors

April 7, 2016 | Event / CLE

33rd Annual Labor and Employment Seminar
Lane Powell Seminar | Portland, Oregon

March 1, 2016 | Publication

Major Employment Law Challenges Facing Employers in 2016
Oregon Business

August 27, 2015 | Publication

Your Oregon Legislature in Action: Employers Face Statewide Sick Leave, “Ban the Box” and More
Oregon Business

August 17, 2015 | News

Forty-eight Lane Powell Attorneys Named in *The Best Lawyers in America*® 2016

Awards & Honors

July 8, 2015 | News

Fifteen Lane Powell Attorneys Named ‘Oregon Super Lawyers’ and Four Named as ‘Oregon Rising Stars’

Awards & Honors

April 9, 2015 | Event / CLE

32nd Annual Labor and Employment Seminar
Seminar | Portland, Oregon

February 5, 2015 | News

Ostroff Quoted in *Oregon Business Magazine* About Company Internship Programs

October 10, 2014 | Event / CLE

National Labor Relations Board Update
Oregon State Bar | Portland, Oregon

July 9, 2014 | News

Fifteen Lane Powell Attorneys Named ‘Oregon Super Lawyers’ and Five Named as ‘Oregon Rising Stars’

Awards & Honors

April 3, 2014 | Event / CLE

Annual Labor and Employment Law Update and the Road Ahead: Lessons for Best Employers

Lane Powell’s 31st Annual Labor and Employment Seminar

January 23, 2014 | Event / CLE

Portland Sick Leave Ordinance — What Employers Need to Know Now
Lane Powell Labor and Employment Seminar

December 11, 2013 | Event / CLE

Maximizing Leverage and Minimizing Risk at the Hiring Stage
Lorman Education Services Employment Law Seminar

October 25, 2013 | Event / CLE

Status of Unionization Efforts and the National Labor Relations Board ('NLRB')

The Seminar Group's Fifth Annual Labor and Employment Conference | Portland, Ore.

October 2013 | Publication

Recent Court Decisions Shine a Renewed Light on the Desirability of Employee Arbitration Agreements

Oregon Business magazine

September 20, 2013 | Event / CLE

Advanced Wage and Hour Law

Oregon State Bar Labor and Employment Section's Annual Meeting/CLE

July/August 2013 | Publication

Blueprint for Remote Success

Legal Management magazine

June 10, 2013 | Publication

DOL Tip-Pooling Loss May Spur More Agency Rule Challenges

Law360

Summer 2013 | Publication

Social Media in the Workplace: A New Web of Regulations Falls on Employers

Banking Matters magazine

April 2, 2013 | Event / CLE

Annual Labor and Employment Law Update and the Road Ahead: Lessons for Best Employers

Lane Powell's 30th Annual Labor and Employment Seminar | Portland, Ore.

November 2, 2012 | Event / CLE

The New Climate For Unionization — What Employers Can and Should Do to Maintain a Union Free Workplace

The Seminar Group's Fourth Annual Labor and Employment Conference | Portland, Ore.

August 7, 2012 | Event / CLE

Strategies for Unionized Workplaces to Reduce Liability and Costs

Lane Powell Breakfast Briefing | Seattle

October 11, 2011 | Event / CLE

Status of Unionization Efforts and the National Labor Relations Board (NLRB)

The Seminar Group's Third Annual Labor and Employment Seminar

September 11, 2011 | Event / CLE

The New Climate for Unionization in the Health Care Industry — What Employers Can and Should Do To Maintain A Union Free Workplace
Washington Health Care Association Fall Conference

February 9 and August 2, 2011 | Event / CLE

Telecommuting: The Next Wave of Wage and Hour Litigation
Lorman Education Services Audio Conference

2011 | Publication

The Worker Adjustment Retraining and Notification Act (WARN)
Labor and Employment Law – Private Sector, Oregon State Bar

December 9, 2010 | Event / CLE

Upcoming Developments at the NLRB and What Employers Can do to Prepare for Them
Associated Oregon Industries Annual Meeting

December 2010 | Publication

Subcontractor Liability: Are You Your Brother's Keeper?
BUILDERnews magazine

December 2009 | Event / CLE

Documents Employees Should Sign – Protecting Company Assets and Limiting Liability
Oregon State Bar, Business Law Section CLE

November 2009 | Event / CLE

Employee Compensation — What Are Companies Doing in 2010?" and "Avoiding Legal Minefields in Employee Compensation in the Economic Downturn
Tech-America

September 2009 | Event / CLE

The Nuts and Bolts of Wage and Hour Law
Oregon State Bar Annual Labor and Employment Seminar

July 2009 | Event / CLE

Obama's Labor and Employment Law Agenda- Responding to the Challenges to Corporate Growth
Association for Corporate Growth, Portland Chapter

2008 | Publication

Telecommuting: The Legal Landscape and Best Practices For Employers
Human Resources 2008: Answers to Your Top 25 Questions, *Thompson West*

November 2007 | Event / CLE

Changes to Non-Compete Laws — Implications for Technology Companies
AeA Oregon | Portland, Ore.

2007 | Publication

Thompson's HR Employment Forms, Revised 3rd Ed.

1993-2007 | Publication

Cumulative Supplements - The Developing Labor Law, 5th Ed., 4th Ed., 3rd Ed.

Bureau of National Affairs

April 2006 | Event / CLE

Immigration Issues in the Workplace
Labor and Employment Relations Association | Portland, Ore.

1992, 2001 & 2006 | Publication

The Developing Labor Law
Contributing Editor | 5th Ed. (2006), 4th Ed. (2001), 3rd Ed. (1992) | Bureau of National Affairs

2005 | Publication

Oregon Wage and Hour Update
National Business Institute

October 2004 | Event / CLE

When Things Go Sour: Unfair Labor Practice Charges and Procedures
American Bar Association, Region 19 of the National Labor Relations Board and King County Bar Association | Seattle

July 2003 | Event / CLE

Wage and Hour Update
National Business Institute | Portland, Ore.

February 2003 | Event / CLE

The ADA Interactive Process
Oregon State Bar, Disability Law Section | Portland, Ore.

2003 | Event / CLE

Responding to a Union Organizing Campaign
Lane Powell PC Labor Law Seminar

2002 | Event / CLE

The Effective Manager's Guide to Avoiding Claims of Wrongful Discharge
Oregon Bureau of Labor and Industries | Portland, Ore.

2002, 2001, 2000, 1999 | Event / CLE

Hot Topics in Employment Law
Lorman Education Services | Portland, Ore.

2001, 2000, 1999 | Event / CLE

Labor and Employment Law in Oregon
Lorman Education Services | Portland, Ore.

2001 | Event / CLE

Family Medical Leave
Oregon Bureau of Labor and Industries | Portland, Ore.