



## **PAUL BUCHANAN**

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## **PROFILE**

Paul Buchanan has almost twenty years of experience litigating employment cases and providing employment law services in Oregon, Washington and California. He also maintains an active practice mediating employment law disputes. Paul was a partner at Stoel Rives for more than ten years, and for more than five years he served as the Chair of Stoel Rives' multi-office Labor & Employment Group. He also served as Stoel Rives' in-house employment lawyer from 2000 to 2006. From 1990 to 1993, Paul practiced in the labor, employment and litigation groups at Heller Ehrman in San Francisco, California. He has litigated numerous employment cases through trial where he has received multiple jury verdicts for his clients.

Paul's articles on employment law issues have been published nationally by the American Bar Association, American Lawyer Media, and the Society for Human Resource Management, and by many regional publications. He is also a member of the National Employment Law Institute ( "NELI" ) faculty where he has given numerous advanced-level presentations for employment lawyers and human resource professionals throughout the country. Paul was selected by the Equal Employment Opportunity Commission ( "EEOC" ) to mediate employment discrimination charges filed with that agency. He is listed in Best Lawyers in America and other rating publications as a top employment lawyer in Oregon.

## **RESUMÉ**

### **Prior Experience**

- Stoel Rives LLP, Portland, Oregon (1993-2008)
  - Partner (1998-2008)
  - Chair of multi-office Labor & Employment Group (2000-2005)
  - In-house employment lawyer (2000-2006)
  - Associate (1993-1998)
- Associate, Heller Ehrman, San Francisco, California, Litigation and Labor and Employment Groups (1990-1993)

## Education

- Boston College Law School (J.D. 1990), *Boston College Law Review*, Articles Editor
- Vassar College (A. B. 1986)

## Jurisdictions Admitted

- State Bar of California (1990)
- State Bar of Oregon (1994)
- State Bar of Washington (1994)

## Professional Associations and Community Memberships

- National Employment Law Institute, Faculty Member (2005-present)
- I Have a Dream Foundation - Oregon, Board Member (2004-2005)
- Cleveland High School Foundation, Board Member (2009-present)

## Honors

- Best Lawyers in America (2008, 2009)
- Chambers and Partners, Band One Rating (2009)
- Martindale-Hubbell, AV Rating (highest rating for legal ability and professional ethics) (1998-2009)

## PUBLICATIONS

Paul's articles on employment law issues include:

- "Have a Plan, Be Direct," *Business Law Today*, American Bar Association, December 2003.
- "Love, or Harassment," *Business Law Today*, cover story, American Bar Association, October 2001. (Republished by American Lawyer Media, and by the Society for Human Resources Management.)
- "Is it Against The Law to be A Jerk?" *Washington State Bar Journal* and *Oregon Law Journal*, September 2001. (Republished by American Lawyer Media and by The Oregon Law Journal.)
- "The Evolving Understanding of Workplace Harassment and Employer Liability: Implications of Recent Supreme Court Decisions Under Title VII," *Wake Forest Law Review*, April 1999.
- "Embracing the Reality of Workplace Romance," *The Oregonian*, March 2005.

## REPRESENTATION

- *Delcey v. A-dec, Inc.*, jury trial of age and religious discrimination claims. Jury verdict for client on all claims, November 2008.
- *Herron v. Wells Fargo Financial*, claims for breach of contract, fraud and discrimination; summary judgment for client on all claims. Affirmed by the Ninth Circuit Court of Appeals, 2009.
- *Leal v. Union Bank of California*, state law employment claims; summary judgment for client on all claims, May 2007.
- *Kolar v. Unified Western Grocers*, Oregon Family Leave Act and wrongful discharge claims; summary judgment for client on all claims. Affirmed on appeal to the Ninth Circuit Court of Appeals, 2007.
- *Harrison v. Health Net Health Plans of Oregon*, disability, discrimination and tort claims all dismissed one month before trial on client's motion, March 2005.
- *Killinger v. A-dec, Inc.* Jury trial of retaliation and wrongful discharge claims. Verdict for client on all claims, April 2004.
- *Travis, et al. v. Knappenberger*, five plaintiff retaliation, wage penalty, ERISA, and tort claims. Jury verdict for client on all claims, affirmed by Ninth Circuit Court of Appeals, 2003.
- *Tchir v. Unified Western Grocers*, retaliation, breach of contract, negligence. Summary judgment for client on all claims, affirmed by the Ninth Circuit Court of Appeals, 2003.
- *Benward v. The Vancouver Clinic*, disability, contract and wage claims. Arbitration decision for client on all claims, February 2003.
- *Sam v. Rockwell Collins*, discrimination and contract claims. Summary judgment for client on all claims, affirmed by Ninth Circuit Court of Appeals, 2002.
- *Farzad v. Rockwell Collins*, discrimination and contract claims. Summary judgment for client on all claims, affirmed by Ninth Circuit Court of Appeals, 2002.
- *Merritt v. McCormick & Schmick's Seafood Restaurants*, discrimination and related claims. Summary judgment for client on all claims, January 2001.
- *Delair v. PacifiCorp*, discrimination and wrongful discharge claims. Summary judgment for client on all claims, April 2000.
- *Harrison v. Henningsen Cold Storage*, ADA and state law claims. Summary judgment for client on all claims, 1999.
- *Bitow v. Astro Punch Corp.*, California state law claims of discrimination and retaliation. Summary judgment for client on all claims, Los Angeles Superior Court, 1999.