



## **DAN GRINFAS**

**Buchanan Angeli**

**Altschul & Sullivan LLP**

321 SW 4<sup>TH</sup> Ave., Ste. 600

Portland, Oregon 97204

503-974-5015 (main)

503-974-5025 (direct)

971-533-3912 (cell)

971-230-0337 (fax)

[dan@baaslaw.com](mailto:dan@baaslaw.com)

[www.baasemploymentlaw.com](http://www.baasemploymentlaw.com)



Buchanan  
Angeli  
Altschul &  
Sullivan  
LLP

**Employment Lawyers**

## **PROFILE**

Dan Grinfas counsels employers and conducts management and employee training in a variety of employment-related areas, including workplace harassment, civil rights laws, wage and hour laws, OFLA and FMLA, disability laws and reasonable accommodation, injured worker laws, legal hiring practices, policy writing and employer record-keeping requirements. He also represents employers before administrative agencies including BOLI and the EEOC.

Dan is certified as a Senior Professional in Human Resources (SPHR) by the Human Resources Certification Institute. He has also been selected for inclusion in the Employment Law category of *Chambers USA: America's Leading Lawyers for Business* and in *Best Lawyers in America*.

Dan is a frequent speaker on employment law issues and has presented seminars to thousands of managers, supervisors and human resources professionals at public agencies and private organizations throughout Oregon. He has given numerous presentations for organizations including the Oregon State Bar, the Society for Human Resource Management, the Northwest Human Resources Management Association, the Oregon Employer Council, BOLI, the EEOC, the Oregon Law Institute, and the Labor Education Research Center.

## **PUBLICATIONS**

- From 1999 to 2004, Dan authored a weekly BOLI newspaper column that addressed a wide range of employment issues. The column ran in Oregon newspapers including *The Register-Guard* in Eugene, *The Statesman Journal* in Salem, *The Democrat-Herald* in Albany, *The Gazette-Times* in Corvallis, *The Bulletin* in Bend, and *The East Oregonian* in Pendleton.
- Coauthor, Family Leave Laws, Labor and Employment Law: Private Sector, Oregon State Bar Continuing Legal Education (2002 revision).
- Coauthor, Statutes Affecting Compensation, Labor and Employment Law: Public Sector, Oregon State Bar Continuing Legal Education (2002 revision).
- Primary author, "Family Leave Laws: A Handbook for Oregon Employers," Oregon Bureau of Labor and Industries (2004).

- Primary author, "Documentation, Discipline & Discharge: A Handbook for Oregon Employers," Oregon Bureau of Labor & Industries (2004).
- Primary author, "Policy Writing Guidelines: A Handbook for Oregon Employers," Oregon Bureau of Labor and Industries (2004).
- "Federal and Oregon Military Leave Laws: An Overview" and "Military Leave and Employee Benefits," Oregon State Bar Civil Rights Newsletter (March 2005).
- "Change We Can Count On: Civil Rights Developments in the New Administration," Oregon State Bar Civil Rights Newsletter (March 2009).

## RESUMÉ

### Prior Experience

- Of Counsel, Stoel Rives LLP (2004-2008)
- Program Coordinator, Oregon Bureau of Labor and Industries Technical Assistance for Employers (1998-2004)
- Senior Investigator, BOLI Civil Rights Division (1995-97)
- Law Clerk, Harris, Amala & Wyatt, LLC, Attorneys at Law (1992-94).

### Education

- Willamette University College of Law (J.D., certificate in dispute resolution, 1994); The Order of Barristers
- University of California, Los Angeles (B.S., Applied Mathematics and Economics, with specialization in Computer Science, 1988)
- Tel Aviv University, Tel Aviv, Israel (Ulpan Program, 1985)
- Harvard University (Summer Semester, 1982)

### Jurisdictions Admitted

- State Bar of Oregon (1994)

### Professional Activities

- Board of Directors, Executive Board, and Chair, Business Education Compact (2005-2009)
- Member, Oregon State Bar Association Labor and Employment Law Section, Civil Rights Section
- Editorial board member and regular contributor, Oregon Civil Rights Newsletter

## SPEAKING ENGAGEMENTS

- Co-presenter, “Navigating Choppy Waters: Practical Employment Law Guidance for the Economic Downturn,” Multnomah Bar Association (2009).
- Co-presenter, “Hot Topics in Labor and Employment Law,” Oregon Law Institute Annual Employment Law Update (2009).
- “Leave Laws in Oregon,” National Association for Legal Professionals (2008).
- Co-presenter, “Recent Developments in Employment Law and Legislation,” Multnomah Bar Association (2008).
- “2008 Legislative Update,” Oregon Bureau of Labor and Industries 24th Annual Employment Law Conference (2008).
- Co-presenter, “A Practical Guide to Employment Law in Oregon,” The Lewis & Clark Law School Small Business Legal Clinic (2008).
- Co-presenter, “Family and Medical Leave in 2008: Expanded Leave for Military Families and New Proposed Regulations,” Stoel Rives Client Seminar (2008).
- “Advanced Leave Laws” and “Wage and Hour Laws,” Oregon Bureau of Labor and Industries (2008).
- Co-presenter, “2008 Legislative and BOLI Update,” Labor Education Research Center Public Employment Relations Conference (2008).
- “Synchronized Swimming: Staying Afloat in the Bermuda Triangle of Leave Laws,” Sixth Annual SHRM Stoel Rives Labor & Employment Law Conference (2008).
- “Leave Laws Overview and Legislative Update,” Oregon State Bar Government Law Section Conference (2008).
- “2007 Legislative Update,” Oregon Bureau of Labor and Industries 23rd Annual Employment Law Conference (2007).
- Co-presenter, “Oregon’s New Civil Rights Laws: Are You Ready?” Stoel Rives Client Seminar (2007).
- “Military Leave and FMLA Update,” Oregon City Attorneys Association Annual Conference (2007).
- “Avoiding Documentation Disasters,” TOC Annual Employers Conference (2007).
- Co-presenter, “2007 Oregon State Employment Law Legislative Update,” Stoel Rives Client Seminar (2007).
- “No Bluffing: Real Labor & Employment Issues” and “Even Money: Wage & Hour Issues,” Oregon School Personnel Association Annual Conference (2007).
- Co-presenter, “Equal Rights and Sexual Orientation,” Classroom Law Project, 27th Annual Law Day Conference (2007).

- Co-presenter, “What’s New, Pussycat: Legislative Update for Oregon Employers,” Fifth Annual SHRM Stoel Rives Labor & Employment Law Conference (2007).
- Co-presenter, “All My Children: Managing Child-Related Absences,” Stoel Rives Annual Labor & Employment Law Seminar (2006).
- Co-presenter, “Family and Medical Leave in 2006: What Have We Learned After 13 Years?” Stoel Rives Client Seminar (2006).
- Co-presenter, “Navigating the Bermuda Triangle of Leave Laws,” Oregon Law Institute, Annual Employment Law Update (2006 and 2007).
- “Stop, Look and Proceed With Caution: The Intersection Between FMLA, ADA, and Workers’ Compensation Reinstatement Rights,” Oregon State Bar Workers’ Compensation Section, 24th Annual Meeting (2006).
- “50 Under 50: 50 Tips and Strategies for Business With Fewer Than 50 Employees -- Wage and Leave Laws for the Smaller Employer,” Oregon State Bar Continuing Legal Education (2006).
- “The Wizard of Laws: Legislative Update for Oregon Employers,” Fourth Annual SHRM Stoel Rives Labor & Employment Law Conference (2006).
- “Assessing Your HR Policies And Practices in Oregon: Legal Hiring Policies and Practices / Auditing Your Employee Handbook,” Lorman Education Services (2006).
- “Leave Laws in Oregon” and “2005 Legislative Update,” Oregon Bureau of Labor and Industries 21st Annual Employment Law Conference (2005).
- Co-presenter, “Using Tests and Other Assessments for Hiring,” Oregon and Southwest Washington Industry Liaison Group (2005).
- “ADA, FMLA & Workers’ Compensation,” The Seminar Group (2005).
- “Medical Certification, Intermittent Leave, and the Web of Overlapping Laws: FMLA Update 2005,” Council on Education in Management (2005).
- Co-presenter, “Navigating the Human Resources Bermuda Triangle,” Oregon Law Institute, Annual Employment Law Update (2005).
- “Untangling the Web of Overlapping FMLA, ADA, PDA, Workers’ Comp and Antidiscrimination Laws,” Council on Education in Management (2005).
- Co-presenter, “Transgender Issues in the Workplace,” NW EEO Affirmative Action Association (2005, 2006 and 2007).
- Co-presenter, “The Straight Dope: An Update on Medical Marijuana and Disability Laws,” Stoel Rives Client Seminar (2005).
- Co-presenter, “Hot Discrimination Issues: Working With BOLI & EEOC,” Portland Human Resource Management Association (2005).

- “Wage and Hour Update,” NW EEO Affirmative Action Association (2005).
- “Wage & Hour Laws: The Basics” and “Family Leave Laws for Oregon Employers: Advanced Issues,” Oregon Bureau of Labor and Industries 20th Annual Employment Law Conference (2004).
- Lorman Education Services, “Leave Laws in Oregon” (2000–03); “Employment and Labor Law in Oregon” (2002); “Strategies for Effective Employee Recordkeeping in Oregon” (2002, 2003); “BOLI Basics” (2003); “Employment Law from A to Z” (2006, 2007).
- Co-presenter, “Reasonable Accommodation Issues Under the ADA and Oregon Family Leave Act,” EEOC Technical Assistance Conference (2004, 2005 and 2006).
- Co-presenter, “Employment Practices Liability: Sources of Risk,” Oregon State Bar Continuing Legal Education (2003).
- “Real Life Disability Law Issues and Answers: Intersection of the ADA with OFLA, FMLA and Oregon Injured Worker Laws,” Oregon State Bar Continuing Legal Education (2003).
- “BOLI Basics: Wage and Leave Laws in Oregon,” Oregon State Bar Continuing Legal Education (2002).
- “21st Century Employment Law: New Twists on Old Laws – Wage & Hour Issues,” Oregon State Bar Continuing Legal Education (2001).
- “Fundamentals of Employment Law: Dealing With BOLI and EEOC,” Oregon State Bar Continuing Legal Education (2000).