



## **PAUL BUCHANAN**

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## **PROFILE**

Paul Buchanan has more than twenty-two years of experience litigating employment cases and providing employment law services in Oregon, Washington and California. He has litigated numerous employment cases through trial and obtained multiple jury verdicts for his clients. 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.

Paul is a national speaker on employment law issues. Since 2005, Paul has been 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, including a yearly two-day conference on ADA and FMLA in San Francisco and Chicago. He has given presentations in national teleconferences for the American Bar Association, and has been interviewed on employment law issues for multiple media outlets, including the BBC.

Paul is listed in Best Lawyers in America and other rating publications as a top employment lawyer in Oregon. He is a top-ranked (Band One) Labor & Employment Lawyer in Chambers and Partners USA ("Chambers") ranking service. "Band One" is the highest ranking under Chambers' peer and client rating process for Oregon lawyers. Chambers notes that Paul is "a wonderful litigation and trial lawyer." Paul is also listed in Best Lawyers in America, and since the mid-1990s has had an "AV" rating, the highest possible rating for legal ability and professional ethics, from Martindale Hubbell.

Paul's clients include many of the region's and nation's largest and best employers, including: A-dec, Genentech, Hanesbrands, JELD-WEN, L'Oreal, Northwest Natural Gas, ProBuild, Unified Grocers, Welch Allyn, Wells Fargo Bank, and many others.

## PUBLICATIONS

Paul's articles on employment law issues have been published in national and regional publications including: American Lawyer Media, the ABA, SHRM, and *The Oregonian*, among others. His published articles include:

- "Embracing the Reality of Workplace Romance," *The Oregonian*, March 2005.
- "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.

## RESUMÉ

### Prior Experience

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

### Honors

- Best Lawyers in America (2008-Present)
- Chambers and Partners, "Band One" Rating (2009-Present)
- Martindale-Hubbell, AV Rating (1997-Present)

## REPRESENTATIVE CASES

- *Nelson v. Unified Grocers*, summary judgment for client on all claims in ADA and FMLA case, February 2012, U.S. District Court, Oregon.
- *McNeill v. Unified Grocers*, discrimination and retaliation case, all claims dismissed on defendant's motion, July 2010.
- *Herron v. Wells Fargo Financial*, claims for breach of contract, fraud and discrimination; summary judgment for defendant on all claims, affirmed by the Ninth Circuit Court of Appeals, 2009.
- *Delcey v. A-dec, Inc.*, jury trial of age and religious discrimination claims; jury verdict client on all claims November 2008, U.S. District Court, Oregon.
- *Leal v. Union Bank of California*, state law employment claims; summary judgment for defendant on all claims, May 2007.
- *Kolar v. Unified Western Grocers*, Oregon Family Leave Act and wrongful discharge claims; summary judgment for defendant on all claims. Affirmed on appeal to the Ninth Circuit Court of Appeals, May 2007.
- *Harrison v. Health Net Health Plans of Oregon*, disability, discrimination and tort claims all dismissed one month before trial on defendant's motion, March 2005.
- *Killinger v. A-dec Inc.*, retaliation and tort claims. Jury verdict for defense on all claims, April 2004, Yamhill County Circuit Court.
- *Travis, et al. v. Knappenberger*, five plaintiff case, retaliation, wage penalty, ERISA, and tort claims. Jury verdict for defense on all claims affirmed by Ninth Circuit Court of Appeals, December 2003.
- *Tchir v. Unified Western Grocers*, retaliation, breach of contract, negligence. Summary judgment for defense on all claims, affirmed by the Ninth Circuit, October 2003.
- *Benward v. The Vancouver Clinic*, disability, contract and wage claims. Arbitration decision for defense on all claims, February 2003.
- *Sam v. Rockwell Collins*, discrimination and contract claims. Summary judgment for defense on all claims, affirmed by Ninth Circuit Court of Appeals, July 2002.
- *Farzad v. Rockwell Collins*, discrimination and contract claims. Summary judgment for defense on all claims, affirmed by Ninth Circuit Court of Appeals, July 2002.
- *Merritt v. McCormick & Schmick's Restaurants*, discrimination and related claims. Summary judgment for defense, January 2001. Multnomah County Circuit Court, Oregon.
- *Delair v. PacifiCorp*, discrimination and wrongful discharge claims. Summary judgment for defense on all claims, January 2000, U.S. District Court, Oregon.
- *Bitow v. Astro Punch*, California state law claims of discrimination and retaliation; summary judgment for client on all claims, February 1999, Los Angeles Superior Court, California.