

## **Erin O. Sweeney**

Of Counsel

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### **Focus Areas**

Labor Management Relations  
Training - Compliance, Ethics, Leadership  
Litigation and Trials  
Discrimination and Harassment  
Wage and Hour

### **Overview**

Erin O. Sweeney is a proactive and client-centered counselor with significant experience providing strategic and pragmatic day-to-day advice on employment and labor issues, in both unionized and nonunionized workplaces, and to clients ranging from small start-ups to Fortune 100 companies.

Her background includes serving as legal consultant to businesses, providing advice on state and federal employment and labor laws, policies and compliance, employment agreements, restrictive covenants, risk management, potential litigation, dispute resolution, and workplace best practices. Erin also has experience with conducting in-depth wage and hour audits, providing manager training, and guiding a diverse range of employers in the Pacific Northwest through the many legal pitfalls that may occur with regard to hiring, managing, or terminating employees.

Erin's traditional labor practice has spanned well over a decade and focuses on providing strategic advice to employers during labor organizing campaigns, creating internal communications, conducting workplace trainings on employee rights, and assisting employers with their day-to-day affairs to avoid unfair labor practice charges. She has represented employers during R-petition hearings, unfair labor practice charges, grievance proceedings, labor arbitrations, strikes and lockouts, benefit and trust fund audits, and collective bargaining.

Erin also defends employment-related matters in state and federal courts, arbitration, and administrative forums such as the EEOC, DOL, NLRB, and corollary state agencies.

## Professional and Community Affiliations

- Member, Oregon Women Lawyers, 2010-present
- Co-chair, Freelance Lawyers Group, Oregon Women Lawyers, 2017-present
- Member, Arizona State University Alumni Association, Oregon Chapter, 2010-present
- Member, Oregon State Bar, Labor and Employment Law Section, 2010-present
- Member, Arizona State Bar, 2004-present
- Member, Multnomah Bar Association
- Member, American Bar Association
- Member, Society for Human Resource Management (SHRM)
- Member, Portland Human Resource Management Association (PHRMA)
- Member, Oregon Labor and Employment Relations Association (LERA)
- Member, Quality of Life Committee, Oregon State Bar , 2014-2015
- Board Member, Arizona State University Alumni Association, Oregon Chapter, 2011-2015
- Member, Portland Junior League , 2010-2011
- Fundraising Team Lead, Juvenile Diabetes Research Foundation of Arizona, 2005-2010
- Fundraising Committee Member, International Cancer Advocacy Network (ICAN), 2005-2007

## Recognition

- Named, Rising Star, Employment & Labor, *Super Lawyers*, 2012-2014

## Education

J.D., Seattle University School of Law, 2004, *cum laude*

B.A., Arizona State University, 2001, *cum laude*

## Bar Admissions

Oregon

Arizona

## Courts

U.S. District Court, District of Oregon

U.S. District Court, District of Arizona

## Publications & Press

### **Employees Catch a (Meal) Break from the Oregon Supreme Court**

*Littler ASAP*

April 28, 2020

### **Oregon Issues “Stay Home, Save Lives” Executive Order**

*Littler ASAP*

March 24, 2020

### **Oregon Adopts New Broad Paid Family Medical Leave Law**

*Littler Insight*

August 30, 2019

### **Oregon’s New Workplace Fairness Act Limits the Use of Nondisclosure Agreements, Requires Written Antiharassment Policies, and Extends the Time for Filing Claims**

*Littler ASAP*

June 24, 2019

## Speaking Engagements

### **2024 Pacific Northwest Regional Employer Conference**

Portland, OR

September 12, 2024

### **Oregon Employment Law COVID-19 Update: Federal and State Legislation, Predictive Insights, and Critical Next Steps to Protect Your Business Now and Recover Tomorrow**

April 7, 2020

### **Oregon’s New Workplace Fairness Laws: What Employers Need to Know**

Portland, OR

September 17, 2019

### **Independent Contractor or Employee? Getting Your Freelancing Agreement Right**

Oregon Women Lawyers, Freelance Lawyers Group, Portland, OR

July 19, 2019

### **Protected Concerted Activity: How to Spot It, Honor It, and Avoid Unfair Labor Practice Charges**

Mid-Valley SHRM, Corvallis, OR

July 10, 2019

**Technology Tips for Freelance Lawyers**

Oregon Women Lawyers, Freelance Lawyers Group, Portland, OR

February 22, 2019