

Megan J. Crowhurst

Shareholder

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Focus Areas

Litigation and Trials
Policies, Procedures and Handbooks
Investigations
Leaves of Absence and Disability Accommodation
Discrimination and Harassment

Overview

Megan J. Crowhurst understands that each legal challenge requires a different approach depending on the goals of her clients. She is a passionate advocate, but she recognizes that offering superior legal services is not always about winning every possible argument. The most desired result often requires flexibility and consistent communication to ensure a cost-effective solution to every legal matter that comes across her desk.

Megan has represented corporate clients of all sizes, from multinational corporations to family-owned businesses. She provides practical advice and training to employers on various employee-related issues, including FMLA and ADA compliance; effective discipline and discharge; conducting harassment and workplace investigations; reviewing employment contracts; and policy and handbook development and administration. When needed, she defends employers before state and federal courts and administrative agencies in all types of individual employee and class action labor and employment litigation, including discrimination, harassment, wrongful and retaliatory discharges and wage and hour issues.

Before moving her practice to Oregon, Megan practiced labor and employment law in Chicago.

She was president of the Moot Court Honor Board and editor of the *Pacific Rim Law & Policy Journal* during law school. Prior to attending law school, Megan was actively involved in politics and served as a White House staff member during the Clinton Administration.

Professional and Community Affiliations

- Member, Oregon Chapter, Federal Bar Association
- Member, Gus J. Solomon Inn of Court

Recognition

- Named, The Best Lawyers in America®, 2024-2025
- Named, Rising Star, *Super Lawyers*, 2012-2013, 2015-2018

Education

J.D., University of Washington School of Law, 2006

B.S., Texas Christian University, 2000

Bar Admissions

Oregon

Washington

Illinois

Courts

U.S. District Court, District of Oregon

U.S. District Court, Western District of Washington

U.S. District Court, Northern District of Illinois

U.S. District Court, Northern District of Indiana

U.S. District Court, Southern District of Indiana

U.S. District Court, Eastern District of Wisconsin

Publications & Press

New Year, New Workplace Fairness Act Requirements for Oregon Employers

Littler ASAP

December 20, 2022

November 30 Deadline: Equivalent Plan Applications for Oregon's Paid Family Medical Leave Program Are Due

Littler ASAP

November 7, 2022

Rules Governing Oregon's New Paid Family and Medical Leave Insurance Program and Equivalent Plan Application Process Finalized

Littler Insight

September 14, 2022

Oregon Rule Expands Reasons Employees Can Take Emergency Paid Leave

SHRM Online

April 8, 2022

Oregon Rule Expands Reasons Employees Can Take Emergency Paid Leave

Littler ASAP

April 1, 2022

Oregon Reinstates Mask Mandate

SHRM Online

August 16, 2021

Oregon Reinstates Mask Mandate

Littler ASAP

August 12, 2021

Oregon Issues Temporary Rule Expanding the Scope of its Paid Sick Leave Law During a Public Health Emergency

Littler ASAP

July 29, 2021

Employment Highlights from Oregon's Active 2021 Legislative Session

Littler Insight

July 12, 2021

Hold the Phone: Employees Can Bring Common-Law Wrongful Discharge Claims in Oregon for Seeking Legal Advice About Their Employment

Littler ASAP

March 31, 2021

Oregon Issues Temporary Rules for School Closures

SHRM Online

October 15, 2020

Oregon Bureau of Labor and Industries Issues Temporary Rules under the Oregon Family Leave Act for School or Child Care Provider Closures

Littler ASAP

October 9, 2020

Don't Get Caught by Surprise – Oregon's Workplace Fairness Act Provisions Take Effect October 1, 2020

Littler ASAP

September 11, 2020

Speaking Engagements

2024 Pacific Northwest Regional Employer Conference

Portland, OR

September 12, 2024

The ABCs of OR-PFMLI: An Overview of Paid Leave Oregon and Employer Equivalent Plans

October 6, 2022

Game Changers: A Post-Game Show Breaking Down the Top Compliance and Litigation Plays to Protect Your Company in 2022

Littler Executive Employer Conference

May 5, 2022

What's New in Oregon? Employer Update on the 2020-21 Legislative Session in Salem

Portland, OR

July 15, 2021

Critical Update: Oregon Requires Changes to Harassment Policies and Settlement, Separation, and Severance Agreements Effective October 1, 2020

September 17, 2020

Employment Law: Washington Tips and Traps for the Oregon Attorney

Multnomah Bar Association, Young Lawyers Section

February 2018

Employment Law Update

Multnomah Bar Association

February 2017

Effective Performance Management

BOLI 31st Annual Employment Law Conference
November 2015

Managing Reasonable Accommodation Issues

BOLI 30th Annual Employment Law Conference
November 2014