

## Paul E. Cirner

Associate

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## Focus Areas

Litigation and Trials  
Discrimination and Harassment  
Arbitration  
Wage and Hour  
Contractors, Staffing and Contingent Workers  
Higher Education

## Overview

Paul Cirner proactively counsels clients on all legal aspects of the employer-employee relationship from hire through separation. Paul is sought after for his experience guiding clients through the legal complexities of remote work, return to office, multi-state compliance, layoffs and reductions in force, leave and accommodation, wage and hour, and performance management. Paul often counsels clients on independent contractor and staffing arrangements as well to develop contracts and methods to mitigate the risk of misclassification and joint employment claims.

Paul litigates employment disputes throughout the courts and administrative agencies of Oregon, Washington, Idaho, and New York. A true advocate, Paul relishes stepping into the courtroom to defend clients before judge and jury. With tenacity, responsiveness, and diligent preparation at the center of each case, clients feel safeguarded with Paul in their corner when a legal dispute arises. Paul has successfully defended public and private employers in discrimination, wrongful discharge, harassment, retaliation, wage and hour, and various other disputes brought under federal and state statutes and the common law. An experienced negotiator, Paul also leverages a case's strengths and weaknesses to reach an early cost-effective resolution when warranted.

Paul began his career in the courts of New York City defending New York's iconic building owners and constructors against high-stakes personal injury and workplace safety lawsuits brought by carpenters, electricians, glaziers, and

other members of New York's most powerful trade unions. Upon moving to Oregon, Paul practiced management-side employment litigation and counsel throughout the Pacific Northwest with an international employment law firm in Portland prior to joining Littler.

## Selected Matters

- Obtained defense verdict for hospital after two-week jury trial involving respiratory therapist's claims for breach of employment contract and defamation.
- Obtained summary judgment dismissal for timberland company involving leased employee's claims for failure to accommodate and discrimination based on joint employment.
- Obtained summary judgment dismissal for manufacturer involving machinist's claims for disability discrimination and retaliation.
- Obtained dismissal for financial services corporation at pleadings stage for sales employee's claim for pay discrimination.
- Obtained ruling at Ninth Circuit affirming summary judgment dismissal for hospital against executive's claim for retaliation.
- Obtained dismissal for clients facing dozens of administrative agency charges for claims of independent contractor misclassification, discrimination, harassment, leave law violations, and retaliation.
- Obtained summary judgment dismissal for recreational company for patron's claims of negligently trained staff.
- Obtained summary judgment dismissal for construction services company involving carpenter's claim for labor law violation.
- Counseled employers to implement legally compliant remote work and return-to-office policies and practices.
- Counseled employers to address leave and accommodation requests in remote work and return-to-office settings.

## Professional and Community Affiliations

- CLE Committee Member, Multnomah County Bar Association
- Member, American Bar Association
- Member, New York State Bar Association
- Member, Portland Human Resources Management Association
- Member, Society for Human Resources Management

## Recognition

- Named, Rising Star, *Super Lawyers*, 2023-2024
- Named, Charles H. Revson Public Interest Fellow, 2014

## Education

J.D., Pace University Law School, 2016, *cum laude*

B.S., St. Thomas Aquinas College, 2013, *magna cum laude*

## Bar Admissions

Oregon  
Washington  
New York  
Idaho

## Courts

U.S. Court of Appeals, 2nd Circuit  
U.S. Court of Appeals, 9th Circuit  
U.S. District Court, District of Oregon  
U.S. District Court, Eastern District of Washington  
U.S. District Court, Western District of Washington  
U.S. District Court, Eastern District of New York  
U.S. District Court, Southern District of New York  
U.S. District Court, District of Idaho

## Publications & Press

**Dear Littler: What are some considerations before implementing our return-to-office policy?**

*Dear Littler*

September 20, 2024

**Oregon DOJ Ramps up Child Support Reporting Requirements for Payments to Independent Contractors**

*Littler ASAP*

May 6, 2024

**Joint Employment and the Cat's Paw: Oregon Court of Appeals Sets Precedent**

*Littler Insight*

April 23, 2024

**New Oregon Law (Mostly) Aligns OFLA and Paid Leave Oregon to Prevent Employees from Stacking Leave Benefits**

*Littler Insight*

March 18, 2024

**Key Considerations for Employers as the Public Sector Grapples with Return to Office**

*Littler ASAP*

January 2, 2024

**Oregon Enacts Protections for Registered Apprentices and On-The-Job Training Program Participants**

*Littler ASAP*

August 15, 2023

**How Oregon Employers Can Prepare for Wildfire Season**

*Littler Insight*

June 12, 2023

**Remote Workforce Management: Complying with Multistate Tax and Employment Laws**

*Multnomah Bar Association*

November 2022

**Oregon Equal Pay Act's Bonus Provisions Set to Expire**

*SHRM Online*

August 25, 2022

**Beware The Risks in Laying Off Out-Of-State Remote Workers**

*Law360*

July 13, 2022

**The Hazards of Remote Employee Layoffs**

*SHRM Online*

June 30, 2022

**Update on Oregon's COVID-19 Vaccination and Masking Rules**

*SHRM Online*

February 22, 2022

**Oregon OSHA Announces Stance on Federal Vaccine-or-Testing Standard**

*SHRM Online*

January 28, 2022

**Oregon OSHA Delays Adopting COVID-19 Vaccine-or-Test Rule**

*SHRM Online*

December 6, 2021

**Multistate Compliance for Employers With Out-of-State Remote Employees**

*JD Supra*

April 26, 2021

**Oregon Decriminalizes Certain Narcotics and Legalizes Psilocybin Therapy**

*SHRM Online*

November 30, 2020

**Oregon Modifies Noncompete Law for 2020**

*Portland Business Journal*

June 4, 2019

## **Speaking Engagements**

**Return-to-Office Policies: Key Employer Considerations**

November 14, 2024

**Managing a National and Global Remote Workforce**

2024 NHRMA Annual Conference, Portland, OR

September 23, 2024

**2024 Pacific Northwest Regional Employer Conference**

Portland, OR

September 12, 2024

**Addressing Politics in the Workplace Ahead of The 2024 Election**

Portland Human Resources Management Association - Executive Leaders Career Catalyst Collective

August 20, 2024

**Navigating Oregon's Evolving Leave Laws**

Oregon Council For Behavioral Health Spring Webinar Series

April 9, 2024

**PDX Breakfast Briefing: Paid Leave Oregon and 2023 Oregon Employment Law Legislative Update**

Portland, OR

September 13, 2023

**Exception Making Hiring Bonuses Easier to Give Has Now Expired in Oregon**

KATU 2

October 5, 2022

**Multistate Compliance for Employers with Out-of-State Remote Employees**

Multnomah Bar Association Webinar

September 21, 2022

**Oregon OSHA Aims To Prevent Heat Illness, Death With New Requirements For Employers**

KGW8-TV

July 27, 2022

**New Oregon OSHA Heat Rules Put To The Test With Rising Temperatures**

KOIN 6 News

July 25, 2022

**Multistate Compliance for Employers with Out-of-State Remote Employees**

CUPA-HR Spring Conference

April 7, 2022

**Oregon Employment Law Changes in 2022: New Year, New Laws**

MyLawCLE

February 16, 2022

**Oregon Employment Law: COVID-19 Vaccine Mandates – What Oregon Employers Need to Know**

MyLawCLE

December 2, 2021