



Paul E. Cirner

Associate

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Practice 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 arrangements to develop contracts and methods to mitigate the risk of misclassification.

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*, 2023-2025
- 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 ASAP

April 23, 2024

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

Littler ASAP

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 ASAP

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

Events & 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