



MITCHELL C. BAKER

Partner

Portland, OR

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Service Focus

- Employee Defection and Trade Secrets
- Employment Discrimination and Harassment
- Litigation and Trials

Industry Focus

- Automotive Dealership
- Energy
- Hospitality

OVERVIEW

Mitch Baker is a partner in the Portland office. He has defended a variety of employers in labor and employment law matters. He also provides training, advice, and counsel to assist employers to avoid labor and employment problems.

He has extensive experience in enforcing non-competition agreements and prosecuting Trade Secrets Act violations, as well as defending employers accused of retaliating against employees for exercising protected employment rights.

Mitch is a frequent speaker at local and regional employment law seminars and has authored desk book chapters on federal civil litigation and civil trial procedure for the Oregon State Bar. He has also been a columnist for the *Portland Daily Journal of Commerce* and represents victims of domestic violence pro bono through the Oregon Legal Aid Clinic.

Recent Experience

- Defended Western HyWay Oil Company in a lawsuit brought by a former fuel tanker driver. The driver had been severely injured at work and filed one of the company's largest workers' compensation claims. He was later terminated for threatening his boss and filed suit alleging that he was fired in retaliation for utilizing the workers' compensation system. The jury deliberated for just four and a half hours before returning a complete defense verdict.
- Obtained a reversal in the Oregon Court of Appeals of a determination by the Oregon Employment Department that a contractor should have been classified as an employee.
- Obtained partial summary judgment on behalf of FedEx Ground and an individual manager, dismissing the manager and obtaining sanctions against the plaintiff for suing the manager, and limiting the potential damages against FedEx Ground from \$575,000 to \$1,800.
- Obtained a seven figure settlement on behalf of one insurance carrier against another for knowingly hiring three employees with noncompetition agreements and encouraging them to actively select their former accounts.

Credentials

Education

- Lewis & Clark Law School, J.D., 1997

- Western Washington University, B.A., 1994

Bar Admissions

- Oregon

Court Admissions

- Oregon Court of Appeals
- Oregon Supreme Court
- U.S. Court of Appeals for the Ninth Circuit
- U.S. District Court for the District of Oregon

INSIGHTS

News

Jul 11, 2017

Super Lawyers Recognizes Five Portland Fisher Phillips Attorneys

Event

Jul 19, 2016

2016 Workplace Law Seminar: Evolving with the Changing Times

News

May 31, 2016

10 Tips Lawyers Want You to Know Before You Hand Over Your Next Confidentiality Agreement

News

May 18, 2016

Delicious Cases of Recipe Espionage: How to Protect Your Trade Secrets

Six Attorneys in Portland Listed in 2015 Oregon Super Lawyers & Rising Stars

Oregon's Minimum Wage Now \$2.00 Per Hour Higher Than Federal Rate