



## ALEXANDER A. WHEATLEY

Partner

Portland, OR / Seattle

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### Service Focus

- Employee Defection and Trade Secrets
- Employee Leaves and Accommodations
- Employment Discrimination and Harassment
- Labor Relations
- Litigation and Trials
- Wage and Hour

### Industry Focus

- Construction
- Healthcare
- Hospitality
- Public Sector

## OVERVIEW

Alex Wheatley is a partner in Fisher Phillips' Portland and Seattle offices. Alex's practice focuses on employment litigation, labor management relations, and counseling employers on Oregon and Washington employment and labor issues. He has substantial experience working with employers of all sizes in creating and implementing policies and practices, providing counsel with respect to discipline and termination decisions, and defending employers in court and before administrative agencies such as the NLRB, EEOC, and BOLI. Alex represents employers with labor issues arising under the National Labor Relations Act, including organizing

campaigns, labor negotiations, labor arbitrations, and collective bargaining. Alex provides counsel and training to executives and managers on compliance with leave, disability, wage and hour, equal pay, and anti-discrimination and retaliation laws. Alex also has substantial experience conducting workplace investigations into employee complaints of discrimination and other alleged misconduct.

Alex understands that businesses often have to make tough decisions and works closely with clients to find creative solutions that allow the business to take the action needed while reducing the likelihood of expensive employment litigation. Alex also understands that even the most conscientious employer may face a claim by an employee or former employee, and he vigorously defends his clients while working hard to achieve the best outcome for the business. Alex's experience has taught him which fights are worth fighting and how to find strategic resolutions to avoid protracted litigation.

Alex is a regular speaker at employment conferences and before trade groups. Alex is an avid researcher and writer, has authored numerous articles for various publications, and is a contributing editor to *The Developing Labor Law*. Alex graduated from the University of Alabama and The Northwestern School of Law at Lewis & Clark College. He graduated magna cum laude from Lewis & Clark, where he received the Legal Analysis and Writing Honors Award and served on the Editorial Board of Environmental Law as the Editor for the online journal. Away from work, Alex spends his time running after two young children and spending as much time outdoors as possible.

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## Recent Experience

- **Obtained Permanent Injunction on Cannabis Labor Peace Measure:** Alex was part of a team that obtained a permanent injunction and declaratory relief against the State of Oregon to enforce Ballot Measure 119. It was a case of first impression on the merits of National Labor Relations Act preemption and Constitutional First Amendment speech protections related to labor peace agreement requirements.
- **Litigated Numerous Cases to Positive Resolution:** Alex has tried several cases to both juries and the court in federal court, Washington state court, and Oregon state courts. Alex has also represented many clients in arbitration. Alex has also assisted dozens of clients avoid trial by reaching a positive resolution through negotiation and mediation.
- **Prevailed on Pre-Trial Motions:** Alex has prevailed on numerous motions to dismiss claims and entire suits in both state and federal court, disposing of lawsuits outright or substantially reducing their scope and value. Alex has also obtained summary judgment leading to complete dismissal of plaintiffs' claims, avoiding the cost of trial.

- **Drafted Appellate Briefs:** Alex has drafted numerous appellate briefs to both the Oregon state courts of appeal and the 9th Circuit. Alex has also drafted several Amicus briefs on behalf of the Oregon Justice Resource Center.
  - **Assisted Clients Through Wage Audits and Agency Investigations:** Alex has represented and guided clients through Department of Labor payroll audits and investigations by the Equal Opportunity Employment Commission and Oregon Bureau of Labor and Industries. Alex has a strong record of obtaining dismissals of EEOC and BOLI charges on behalf of clients.
  - **Defended Clients in Class Action Wage and Hour Litigation:** Alex has represented several multi-national corporations in a wage and hour class actions.
  - **Counseled Businesses:** Alex has provided compliance advice to clients of all different sizes and types on all different types of employment related topics – from emerging businesses with only a few employees, to very large corporations with hundreds or thousands of employees, and from the basics of how to hire the best talent to complex issues of wage and hour law. Alex is experienced in drafting employment policies, handbooks, and compensation agreements.
  - **Conducted Investigations:** Alex has assisted many clients with workplace investigations. Alex has both conducted workplace investigations into allegations of sexual harassment, pay equity issues, threats of violence, and other allegations or complaints of wrongdoing or mismanagement.
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## Credentials

### Education

- Lewis & Clark Law School, J.D., magna cum laude, 2010
- University of Alabama, B.S., cum laude, 2006

### Bar Admissions

- Oregon
  - Washington
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## Recognitions

- Recognized in *The Best Lawyers in America* (2021-2026)
- *Super Lawyers*, Rising Star (2015-2020)

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## Affiliations

### Professional Activities

- Amicus Committee, Oregon Justice Resource Center
- Barrister Member, Owen Panner Inn of Court
- Executive Committee, Oregon State Bar Labor and Employment Section (2023-2024)
- Instructor, Oregon State University Professional and Continuing Education, Human Resources: Legal Aspects (2017-2020)

### Community Activities

- Executive Committee Member, Young Patrons Portland Art Museum

## INSIGHTS

### Event

Dec 17, 2025

Oregon Employment Law Update — What's New and Expected in 2026

### News

Nov 12, 2025

Fisher Phillips Partner Discusses Labor Law Shifts Under Trump Administration

### Insights

Sep 30, 2025

Hamstrung NLRB Doesn't Want States Grabbing Labor Power: Agency Challenges NY Law As More States Consider Similar Path

### Insights

Jun 16, 2025

Two New Oregon Laws Will Soon Change the Way You Hire: Your Compliance Checklists

**Media Outlets Cover FP's Permanent Injunction and Declaratory Relief Against the State of Oregon to Enforce Measure 119**

**Wage and Hour Wednesdays: West Coast Wage and Hour Update and Refresher**