



Jonathan G. Rue

Associate

Portland
+1.503.226.5728

Jon.Rue@klgates.com

OVERVIEW

Jonathan Rue is an associate in the firm's Labor, Employment, and Workplace Safety practice. He has extensive experience handling discrimination, retaliation, harassment, wrongful termination, and wage and hour claims in state and federal court. He also advises employers on covenants not to compete, non-solicitation agreements, and employee handbooks and policies.

PROFESSIONAL BACKGROUND

Prior to joining the firm, Jonathan served as an associate at an international labor and employment law firm where he handled matters involving discrimination, retaliation, harassment, wrongful termination, and wage and hour claims in state and federal court. Jonathan also has significant experience conducting pre-litigation investigations and defending companies against administrative complaints, and provided advice to public and private employers of all sizes regarding policies and practices to ensure compliance with applicable federal, state, and local laws.

In addition, Jonathan represented management in union grievances, arbitration proceedings, and Labor Management Relations Act litigation in federal court.

ACHIEVEMENTS

- Recognized in *Best Lawyers: Ones to Watch® in America* for Litigation - Labor and Employment, 2021-2024

PROFESSIONAL / CIVIC ACTIVITIES

- Mentor, Maine Center for Entrepreneurs (2020 - 2022)
- Executive Committee Member, Oregon State Bar Civil Rights Section (Mar 2018 - Jun 2019)
- Executive Board Member, People for People, Washington (Jun 2016 - May 2017)
- Executive Board Member, Yakima County Volunteer Attorney Services (Jan 2016 - Apr 2017)

SPEAKING ENGAGEMENTS

- Neurodiversity in the Workplace - Legal & Practical Issues (Society of Human Resources Professionals, Southern Maine) (Dec 2021)
- Maine Legal Update - Littler's New England Regional Employer (Nov 2020)
- Returning to Work and the "New Normal": Legal Issues Facing Employers in the Wake of COVID-19 (Littler Online · May 21, 2020)

EDUCATION

- J.D., University of Oregon School of Law, 2011
- B.A., Whitman College, 2007

ADMISSIONS

- Bar of Maine
- Bar of Oregon
- Bar of Washington
- United States District Court for the District of Maine
- United States District Court for the District of Oregon
- United States District Court for the Eastern District of Washington
- United States District Court for the Western District of Washington

THOUGHT LEADERSHIP *POWERED BY HUB*

- 6 January 2023, FTC Proposes Sweeping Ban on Employee Noncompete Clauses: What Employers Need to Know, Proposed Alternatives, and Opportunity for Public Comment
- 20 December 2022, FTC and NLRB Enter Into an Information Sharing Agreement as a Likely Precursor to New Enforcement Activity
- 12 July 2022, Timberlands Virtual Event: Emerging Issues in Labor and Employment Law in the Timber Industry
- 1 April 2022, Effective Use of Non-Solicitation and Confidentiality Agreements in Oregon After S.B. 169

OTHER PUBLICATIONS

- “How to Heed your Pragmatic HR Manager’s Advice (And Get Sued Anyway),” *The Verdict*, OADC 2017 Issue 4
- “Permitting Processed Mine Waste: The Redefinition of ‘Fill’ Under the Clean Water Act and the Impacts on the Pebble Mine Project,” *Western Environmental Law Update*, 2009
- “Maine Legislative Update: Back to Work Incentives, Ban the Box, Tip Minimum, and Other Developments Affecting Employers,” *Little ASAP*, 22 July 2021

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Employment Disputes and Investigations