

Anthony D. Kuchulis, Partner

Tel: 503.417.5471

Fax: 503.224.7324

AKuchulis@dunncarney.com



Focus

[Employment & Employee Benefits](#) [Employment Litigation](#) [Litigation](#) [Insurance Mediation and Arbitration Services](#)

Profile

Anthony is a seasoned litigation and business advisory attorney who focuses on solving complex legal problems so his clients can focus on running their businesses. His practice is grounded in a philosophy of ruthless pragmatism: identify the most direct path to resolution, identify leverage, and execute decisively. He efficiently solves legal problems and equips leadership teams to make confident decisions in high-pressure, high risk, situations.

Anthony Kuchulis has been recognized by *The Best Lawyers in America*® and repeatedly rated by Oregon *Super Lawyers*' list in the area of Employment & Labor law work.

For two-decades, Anthony has represented employers and businesses in high-stakes matters involving business litigation, management-side employment law, insurance disputes, real estate conflicts, and regulatory proceedings. He has obtained favorable jury verdicts, arbitration awards, appellate outcomes, and administrative decisions in challenging and complex cases. His litigation experience informs a proactive advisory practice focused on anticipating exposure, controlling risk, and resolving disputes efficiently before they disrupt operations.

While his primary expertise is management-side employment law — business disputes rarely stay confined to one area of law. Anthony leverages cross-disciplinary experience to deliver integrated solutions that align with his clients' operational and financial objectives. His areas of expertise and experience include:

- Employment law
- Insurance Defense and Coverage
- Business & Corporate Law, including corporate formation and governance
- Complex Commercial and Business Litigation
- Real Estate Litigation
- Commercial Leasing and Property Management Disputes

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- Administrative and Appellate Litigation
- Mediation and Arbitration
- Medical Malpractice Advice and Litigation Strategy
- Medical Board Administrative Actions
- Healthcare Contracts, Regulatory Compliance, and Risk Management

His representative industries include healthcare systems and specialty providers (including in-home care, long-term care, specialty care, and clinics), hospitality companies, construction businesses, governments and municipalities, property management and real estate companies, and other professional service firms.

Beyond his practice, Anthony has served in leadership roles within the Oregon State Bar and the American Bar Association. He is a founding member of the Red Gala Foundation, a nonprofit organization dedicated to enhancing opportunities and quality of life within the community.

Admissions

Oregon

Washington

Western District of Washington

Eastern District of Washington

Supreme Court of the United States

Education

Lewis & Clark Law School, J.D., with honors

University of Oregon, B.A.

Honors & Affiliations

Honors and Affiliations

- Member, Uniform Civil Jury Instructions Committee, Oregon State Bar, 2017-2023
- TIPS Section Funded Vice Chair, American Bar Association, 2017-2022
- Executive Committee Member, Oregon New Lawyers Division, Oregon State Bar, 2012-2018
- Founding Member, Red Gala Foundation, 2016-2018
- Founding Board Member, Men Go Red, PDX Chapter, American Heart Association, 2016-2018
- Boxing Instructor, Portland City Boxing, 2016-2018
- Past President, West View Villas HOA, 2015
- Past President, Redmond Rotary Club, 2014
- Past President, Central Oregon Inn of Court, 2013

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- Recognized by *The Best Lawyers in America*® (2027) – labor and employment law
- Rated by *Super Lawyers* as Rising Star 2016 to 2023 – labor and employment law and litigation

Results and Expertise

Presentations and Articles

- “After COVID-19, returning to the office won’t be business as usual,” *American Bar Association*, July 6, 2020
- “Recent Developments in Employment & Labor Law,” *ABA TIPS Law Journal*, January 2019
- “Top Five Employment Compliance Issues for 2019,” *Cascade Business News*, December 20, 2018
- “Sexual Harassment Training and Policies Only Go So Far,” *Law Practice Today*, May 14, 2018
- “Sexual Harassment Culture Shift: Traditional Training & Policies Have Failed Us,” *Cascade Business News*, March 21, 2018
- “3 Essential Steps for an Effective Sexual Harassment Culture Shift,” *Portland Business Journal*, March 1, 2018
- “Federal Regulations for Employers Changing at a Rapid Rate,” *Daily Journal of Commerce*, July 28, 2017
- “Recent Legal Developments,” *Oregon Civil Rights Newsletter*, June 2017
- “Don’t Get Caught in the Independent Contractor Trap,” *Cascade Business News*, February 15, 2017

Speaking Engagements

- “Asking Me Anything! Labor & Employment Law Discussion,” *HCAOA Washington Conference*, May 17, 2023
- “Top 10 Key Oregon Legislative Employment Updates for 2022,” June 8, 2022
- “Weird Oregon Employment Laws That Can Create Liability for Your Company,” Portland, OR, January 27, 2022
- “The Top 5 Lawsuit Trends in Homecare for 2022 – and How to Help Avoid Them,” January 25, 2022
- “Oregon Employment Law Update: Legislators Debate Big New Changes,” Portland, OR, March 10, 2021
- “Oregon Employers Update: New OR-OSHA Rules, New Paid Leave, and More,” October 23, 2020
- “Oregon Employers Top 5 Unexpected New COVID-19 Issues,” May 19, 2020
- “Oregon Employment Law COVID-19 Update: Federal and State Legislation, Predictive Insights, and Critical Next Steps to Protect Your Business and Recover Tomorrow,” April 7, 2020
- “Case Law and Legislative Update: An Overview of an Eventful Year!,” *Oregon Bureau of Labor and Industries Annual Employment Law Conference*, November 4, 2019
- “Respect in the Workplace,” *Series of 9 Talks*, Camas, WA, November 2-18, 2019
- “Oregon’s New Workplace Fairness Laws: What Employers Need to Know,” Portland, OR, September 17, 2019
- “Pay Equity Update,” *Oregon Seed Association Annual Meeting*, January 17, 2019
- “The Economics of MeToo: Good Policies and Good Business,” *Oregon State Bar Business Law Section Annual CLE*, November 1, 2018

- "Sexual Harassment Culture Shift: Why Traditional Trainings & Policies Don't Work - And What Does," *Mulch & Soil Council Conference*, October 4, 2018
- "Everything You Say Is Sexual Harassment & 9 Other Myths," *Northwest Energy Efficiency Alliance (NEEA)*, September 17, 24, 26, 2018
- "Perjury Trap: Preparing Clients for Depositions," *Oregon State Bar Oregon New Lawyers Division (ONLD) CLE*, September 14, 2018
- "Sexual Harassment Culture Shift: Why Traditional Trainings and Policies Don't Work - And What Does," *Rotary Club of Portland*, August 28, 2018
- "Let's Rethink Harassment Training: Five Big Mistakes Companies Make Over & Over Again," *Yamhill County HR Association*, June 14, 2018
- "Everything You Say Is Sexual Harassment & 9 Other Myths," *Oregon State Bar Oregon New Lawyers Division (ONLD) CLE*, June 2, 2018
- "Sexual Harassment Culture Shift: Traditional Training Doesn't Work, But This Does," *Mid-Willamette Valley SHRM Meeting*, April 24, 2018
- "Workplace Sexual Harassment Laws & Prevention in the #MeToo Era", *Labor & Employment Relations Association (LERA) Panel*, March 23, 2018
- Sexual Harassment Culture Shift: Your Business, Your People, Your Leadership," *CHO Group Executive Workshop*, February 28, 2018
- "Get Proactive! How to Address & Prevent Sexual Harassment in the Workplace," *Oregon State Bar CLE*, January 17, 2018
- "Good Lessons From All Those Public Apologies," *Oregon Seed Association Mid-Winter Meeting*, January 16, 2018
- "Why Sexual Harassment Training Doesn't Work: And What Does," *Oregon State Bar Oregon New Lawyers Division (ONLD) CLE*, January 9, 2018
- "Case Law Update: Veterans' Weekend Edition," *Oregon Paralegal Association Annual Convention*, November 11, 2017
- "Oregon's New Pay Equity Law: Taking a Closer Look," *Oregon School Personnel Association - TSPC-ODE Workshop*, October 30, 2017
- "Why Employers Need to Care about Equal Pay," *TPB Webinar*, October 18, 2017
- "Networking Essentials," *Oregon New Lawyer Division*, October 10, 2017
- "Oregon's New Pay Equity Law," *Association of Corporate Counsel CLE Meeting*, July 19, 2017
- "What Payroll Executives Need to Know About Pay Equity," *Portland Metro Payroll Association Meeting*, July 19, 2017
- "Networking: How to Distinguish Yourself from the Pack," *Super Saturday Oregon State Bar Conference*, June 3, 2017
- "Employment and Labor Issues Affecting our Industry," *Forest Resources Association*, May 18, 2017
- "Legal Update," *OSWAHCR Meeting*, April 13, 2017
- "The Shifting Sands of Employment Law: What CHROs Need to Know Today for Tomorrow," *Executive HR Conference*, March 10, 2017
- "Employment Law Update," *2017 NW EEO Annual Employment Law Update*, March 7, 2017