

John Hoag is an owner of the firm Snyder and Hoag, LLC, which has offices in Portland and Florence, Oregon and Petersburg, Alaska. Since 1988 most of John's practice has been representing public safety labor organizations. John has negotiated labor agreements throughout the Pacific Northwest and in doing so wrote contract Articles on Representation of Officers After the Use of Deadly Force, which was developed in consultation with Dr. William Lewinski, Drug Testing and Psychological Testing. When John semi-retired, he had won more interest arbitrations in Oregon than any other labor attorney.

In addition John has tried numerous discipline arbitrations, including the infamous "zipper cases" which caused the Oregon legislature in 1995 to enact ORS 243.706, which prohibits arbitrators from setting aside discipline based on sexual misconduct, unjustified use of physical force, etc. He arbitrated a case where an officer was terminated for being "psychologically unsuitable to be a police officer" after two critical incidents. The arbitrator not only reinstated the officer, but declared that the employer's psychologist "manifests agendas that stray light years from the path of objective evaluations."

At the request of Oregon's Department of Public Safety Standards and Training, John wrote the curriculum and taught the following classes: Labor Relations for Supervisors, How to Conduct a Basic Internal Investigation, Basic Wage and Hour Laws, Labor Relations for Mid Level Managers, Advanced State and Federal Wage and Hour Laws, and Labor Management Relationships. He also taught classes on labor relations to newly elected and appointed Sheriffs on behalf of the Oregon Sheriffs' Association. His firms have presented seminars on the following: Investigation of Officer Involved Shootings, How to Have a Successful Internal Affairs Process, Ethics in Law Enforcement, The Use and Misuse of Psychological Testing in Law Enforcement, and numerous client training seminars on how to function as Association Representatives. In 2008, Charles Remsberg, a cofounder of the Street Survival Seminars, published a book entitled: "Blood Lessons What Cops Learn From Life-or-Death Encounters." In it is a chapter entitled: "Legal First Aid When the Smoke Clears" that features John's advice on representation of officers after deadly force encounters. Presently, John is teaching with Force Science a presentation entitled: Interviewing Officers who have been involved in a shooting: Policy and Legal Implications.

John has handled complex class action wage and hour cases in Federal and State Courts. One such case, *Young v. State of Oregon*, began in 1997 and concluded in 2012. Overtime benefits and penalty pay and interest payments have been collected three times for over 1600 Plaintiffs in that case.

John graduated from Earlham College with a degree in Economics in 1969, and after a stint in the Army, from the University of Texas College of Law in 1974. He worked for Spokane Legal Aid, The Multnomah and Lane County District Attorneys Offices, Lane County Public Defenders, and from 1980 to 1988 was an Assistant County Counsel for Lane County, advising the County in labor relations and handling its litigation.

John is now semi-retired and resides in Petersburg, Alaska, but still advises law enforcement clients on labor relations. In Alaska on a pro bono basis he is handling cases on behalf of the Alaska Network on Domestic Violence and Sexual Assault, and upon request is doing some

general practice on behalf of local residents. In 2010 John received an award from the Alaska Attorney General in recognition of his representation of victims of domestic violence