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## **EDUCATION**

### **Northeastern University School of Law**

Boston, Massachusetts

J.D., 1992

### **Mount Holyoke College**

South Hadley, Massachusetts

B.A., 1986

## **PROFESSIONAL EXPERIENCE**

### **Seattle University School of Law**

Associate Director Externship Program, 2013-Present

Visiting Professor 2006-2008, 2009-2010

As Associate Director of the Externship Program, responsible for teaching a set of skill seminars for law students currently working at a variety of public interest placements. Previously, as a Visiting Professor, founded and taught Seattle University School of Law's Mediation Clinic and taught Dispute Resolution, Labor Law and Legal Writing. In the Mediation Clinic, students prepared and conducted the mediation of Equal Employment Opportunity Commission charges of employment discrimination. Dispute Resolution is an interactive, skills-based course, introducing students to the theory and practice of client counseling, negotiation, mediation, and arbitration. Labor Law is an upper level course introducing students to the National Labor Relations Act and other sources of labor law.

### **University of Washington School of Law**

Assistant Dean/Lecturer 2010-2013

Reporting directly to the Dean, responsible for strategic planning and the internal operations of the Law School. Provided counsel in support of the Dean's vision for the Law School and managed the operational relationship between the Law School and the University. Directly oversaw finance and budget, human resources, and other operational functions of the School of Law. Provided strategic support and oversight to the Clinical Law Programs. As Lecturer, taught Legal Writing, Labor Law, Collective Bargaining and Negotiation in the Law School. Additionally, taught in College of Education's Intercollegiate Athletic Leadership Program. Served as the Law School Liaison to the William D. Ruckelshaus Center Board of Directors and co-chaired the University's working group on supplier corporate social responsibility.

## **King County**

Manager of Labor Relations

2008-2010

Directed the negotiation and management of 90 collective bargaining agreements setting wages, benefits and working conditions for 14,000 public employees. In addition to designing new systems for addressing and resolving institutional labor conflict, facilitated the negotiation of an unprecedented healthcare benefits agreement, which resulted in substantial cost reductions while preserving the relationship between labor and management at the County. Assisted in the overall assessment and modification of the organizational structure of the County's labor relations function and advised the new administration in implementation of that major change.

## **Washington State Nurses Association**

Chief Counsel, 2001 – 2006

As Chief Counsel, provided in-house representation in all aspects of the Association's work. Responsibilities included negotiating collective bargaining agreements on behalf of nurses throughout the State of Washington. Represented the Association in state and federal court and in administrative tribunals. Evaluated the merits of grievances and litigated grievances in arbitration. Also advised the Association in its legislative and policy advocacy. Finally, provided advice to the organization in areas of personnel, governance, regulatory compliance and other legal issues arising in the course of the organization's work.

## **Schwerin Campbell Barnard**

Partner, 1992 – 2001

Represented public and private sector labor unions and individuals in state and federal employment litigation and judicial and administrative forums including the National Labor Relations Board, Public Employment Relations Commission, Personnel Appeals Board, the Merit System Protection Board, and Marine Employees Commission. Acted as lead negotiator in collective bargaining negotiations for labor unions and provided periodic training and seminars to clients and colleagues.

## **MEDIATION/ARBITRATION**

### **Private Mediator**

2005-Present

Provide private mediation and dispute system design services to private clients primarily in the area of employment and labor relations.

### **Federal Mediation and Conciliation Service**

Arbitrator, 2007 - Present

Provide mediation and dispute system design services to private clients primarily in the area of employment and labor relations.

### **Public Employment Relations Commission of Washington**

Arbitrator, 2007-Present

Member of the PERC panel of Labor Arbitrators. Hear and decide disputes related to the collective bargaining relationship between public sector employers in Washington and their unions.

## **MEDIATION/ARBITRATION (cont'd)**

### **Service Employees International Union/University of Washington**

Classification Hearing Officer

2006-2010

Jointly selected by Service Employees and the University of Washington to hear and decide contract disputes related to the classification of UW employees.

### **Washington State Marine Employees Commission**

Commissioner

January 2005 – 2008

Appointed by the Governor to serve on this three-member Commission charged with the responsibility to hear and render decisions in arbitrations, unfair labor practice charges between the Washington State Ferry System and the unions representing its employees. Commissioners conduct mediation in every case pending before the Commission and when requested by the parties.

### **City of Seattle Civil Service Commission**

Commissioner/Hearing Examiner

2002 – 2005

Appointed by the Mayor to serve on this three-member Commission charged with the responsibility to hear appeals regarding employee discipline and the City's administration of the personnel system. Responsible for rendering decisions and making recommendations to the Mayor and City Council regarding personnel policy.

## **SELECTED RECENT PRESENTATIONS**

### **American Society for Public Administration/University of Washington Evans School of Public Affairs**

Civil Discourse to Resolve Governmental Crises Conference, 2012

*"Rationalizing Labor Relations in Public Organizations."*

### **Evans Schools of Public Affairs, University of Washington**

Chief Financial Officer Forum, 2011

*"Public Sector Labor Relations."*

### **Association of Washington Cities Conference 2011**

*"Public Sector Labor Relations."*

### **King County Negotiations Conference, 2010 and 2011**

*"Public Sector Collective Bargaining."*

### **American Bar Association**

ADR Conference

Faculty, 2008

*Selected to present on two topics: the creation of a mediation clinic for law students and the practical concerns of mediators in the employment area.*

### **15<sup>th</sup> Annual Northwest Alternative Dispute Resolution Conference, 2007**

*Negotiation Seminar.*

### **Washington Women Lawyers 2007 Leadership Symposium, 2007**

*"Women and the Art of Negotiation: The Practical Impact of Gender on Legal Negotiation."*

### **City Leadership Institute**

Faculty 2004-2007

*The City Leadership Institute was created to identify, train a diverse group of emerging leaders across the Seattle government. Provided seminar in the area of negotiation.*

**VOLUNTEER WORK**

**Northwest Women's Law Center/Legal Voice**

Immediate Past President, 2006-2007

Board President, 2005-2006

Vice President for Programs, 2004-2005

Board Member 2003 – 2008

**Pacific Coast Labor and Employment Law Conference**

Organizing Committee 2005 - present

Labor Law Committee Chair 2007