

## **GENERAL COUNSEL – EMPLOYMENT LAW / LABOR RELATIONS SPECIALIZATION**

Offering more than 23 years of experience as General Counsel with a targeted emphasis in Employment Law and Labor Relations.

Wide-range of experience in labor relations and collective bargaining, as well as federal, state, and local employment regulation, employee benefits, and common law employment issues.

Expertise in development of solid hiring practices, formation of personnel policy and procedures, and contract negotiation in union and non-unionized workforces.

Direct full complement of legal activities, including worker's compensation, employment termination, unemployment hearing preparation / defense, mediation, arbitration, and litigation.

Articulate, persuasive, and seasoned negotiator; serve as trusted advisor to company executives.

- Employment Law
  - Labor Relations
  - Policy / Procedure Development
  - Organizational Structure Creation
  - EEO / AAP Regulatory Compliance
  - Collective Bargaining
  - Arbitration / Mediation / Litigation
  - Contract Negotiations
  - FLSA / FMLA / ADA Expertise
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## **PROFESSIONAL EXPERIENCE**

**TIMEMARK CORPORATION** – Los Angeles, CA

2005-Present

### **General Counsel**

Selected as Sole General Counsel for a \$60 million corporation with more than 1200 employees at 52 sites in a four-state region. Directed a staff of 13 employees and administered a \$4 million budget for procurement of employee benefit offerings, in addition to corporate, medical and non-medical supplies. Managed and coordinated delivery of corporate-level functions and activities related to human resources, including compensation, benefits administration, diversity and EEO / AAP issues, and training / development of personnel

#### **Selected accomplishments:**

- Reduced company's employment law liability and damage claims by \$1+ million through pro-active utilization of human resources expertise, training management in proper employment law practices, and directing all discipline / adversarial employment matters.
  - Saved \$500,000 by eliminating outsourced litigation and mediation activities previously handled by external, high-profile legal firms.
  - Proposed and implemented a computerized work system, which improved employee performance levels 15%.
  - Negotiated contracts for employee benefits programs with outside third party vendors, which decreased premium renewal costs 24% and improved benefit plans for employees.
  - Won 100% of legal actions, handling approximately 150 cases annually at the administrative, state, and federal courts levels.
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**NEW YORK TRANSIT AUTHORITY** – New York, NY

2000-2005

### **Director – Grievances and Arbitration**

Recruited to direct and execute legal strategies to minimize grievances and arbitration hearings for 10,000 employees represented by 18 unions.

#### **Selected accomplishments:**

- Developed an expedited grievance resolution and arbitration program, which reduced case completion from 24 to 6 months.
  - Reduced employee grievance costs 62% by developing successful working relationship with union leadership and training managers to exercise disciplinary authority in compliance with collective bargaining agreement.
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**NATIONAL LABOR RELATIONS BOARD**, New York, NY

1996-2000

### **Staff Attorney**

Investigated, litigated, and resolved unfair labor practice charges for companies with unionized employees.

#### **Selected accomplishments:**

- Conducted union elections in New York for 21 different companies, ensuring adherence to federal and state mandates.
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**NEW YORK CITY CORPORATION COUNSEL'S OFFICE**, New York, NY

1987-1995

### **Labor Law Division Attorney (1990-1995)**

Oversaw the City of New York's compliance with the newly established Public Sector Labor Law division.

#### **Selected accomplishments:**

- Participated in collective bargaining, contract negotiation, and mediation hearings with the New York Police and Fire Departments.
- Facilitated 150 arbitration, grievance, and administrative hearings, oversaw 14 union elections, litigated 27 labor and employment law cases.

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**NEW YORK CITY CORPORATION COUNSEL'S OFFICE CONTINUED...**

**Employment Law Division Attorney (1987-1990)**

Researched case law, drafted pleadings / motions, and prosecuted administrative disciplinary cases for New York City employees.

***Selected accomplishments:***

- Successfully prosecuted 14 administrative disciplinary cases against New York City Police Officers.
- Spearheaded development of litigation procedures involving officers charged with serious offenses and controversial cases.

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**EDUCATION & CERTIFICATIONS**

**Juris Doctor** • University of California at Los Angeles – Los Angeles, CA (1987)

**Master of Science in Industrial Relations** • Capital University – Washington, DC (1984)

**Bachelor of Arts in Urban Studies** • Stanford University – Stanford, CA (1982)

**Senior Professional in Human Resources** • Society of Human Resource Management (2000)

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**BAR ADMISSIONS**

**State Bar of California** (2004)

**State Bar of New York** (1987)

**U.S. District Court** (1989)