

MAY 30, 2018

LABOR EDUCATION AND RESEARCH CENTER

**PERC30th**  
2018 Public Employment Relations Conference

## PERC PRESENTER BIOGRAPHIES

**Kyle Abraham**, *Partner, Barran Liebman*

Kyle Abraham represents employers in both traditional labor and employment law matters. He works with businesses of all sizes, government entities, and not-for-profit organizations. Kyle's labor practice includes negotiating collective bargaining agreements, advising employers on labor matters, and representing employers before labor arbitrators, the National Labor Relations Board, and the Oregon Employment Relations Board. Kyle works closely with employers to develop effective workplace policies, and provides proactive advice and counsel.

**Stacy Chamberlain**, *Executive Director, Oregon AFSCME Council 75*

Stacy brings a deep knowledge of labor and politics in Oregon. Prior to her work with AFSCME, she worked as a legislative aide to a state senator, a lead law clerk at the U.S. Attorney's Office and a senior policy advisor to a former Portland City Commissioner. A Portland native, she graduated from Portland State University and earned a law degree from Willamette University. She was appointed by Gov. John Kitzhaber to the Public Employees' Benefit Board in May 2013.

**Jennifer Chapman**, *Legal Counsel, Oregon AFSCME Council 75*

Jennifer represents workers in a wide variety of roles, including social workers, correctional officers, group home workers, doctors, lawyers, scientists, custodians, and more. She previously worked for the Oregon Department of Justice, handling third-party cases on behalf of SAIF and pursuing restitution from person-offenders on behalf of the Crime Victims Services Division in addition to other responsibilities.

**Suzanne Cohen**, *President, Portland Association of Teachers*

Suzanne, a first-generation American, has been teaching with Portland Public Schools since 2003 in a variety of roles, including elementary, special education, and most recently, middle school Math and Science. As President of PAT, she represents over 4,000 educators that work for Portland Public Schools. Prior to serving as President, she served as Vice-President and, during the 2013 bargaining crisis with PPS, served as Head Organizer. She remains inspired by collective action and education being tools for lasting social change.

**Laird Cusack**, *Senior Director for Employee and Labor Relations, Portland School District*

Laird is a graduate of the University of Oregon with BS in Business and MS in Labor and Industrial Relations. He has worked in all aspects of human resources, but spent the majority of his career in public sector, working in employee and labor relations with the City of Portland, Pierce County Washington, King County Metro Transit in Seattle and now Portland Public Schools.

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**Nicole Elgin**, *Associate, Barran Liebman LLP*

Nicole represents employers in traditional labor and employment law matters. Her labor practice ranges from negotiating collective bargaining agreements to representing employers in hearings before arbitrators, the Oregon Employment Relations Board, and the National Labor Relations Board. She also helps employers to adapt workplace policies to the latest legislative changes at the state and national levels. Prior to joining Barran Liebman LLP, Nicole was a judicial extern for the Honorable Michael H. Simon at the United States District Court for the District of Oregon. Nicole was also a research assistant to Professor Henry Drummonds at Lewis & Clark Law School where she researched global labor relations trends.

**Teresa Ferrer**, *Professional Practice Consultant, Center for Great Public Schools, Oregon Education Association*

Teresa has worked for the Oregon Education Association since 1999 focusing on the professional practice issues of members. Before that, Teresa taught in PK-12 Oregon schools for 20 years and served as a teacher commissioner on the Teachers Standards and Practices Commission, the state licensing agency. Teresa serves as a professional practice consultant who specializes in licensure, mentoring, national board certification, ethnic studies and equity. She serves on the OEA Equity Team and is the staff liaison to OEA's Ethnic Minority Affairs Committee and assists OEA in coalition work with Oregon's communities of color.

**Janet Gillman**, *State Conciliator, Oregon Employment Relations Board*

Janet serves as program administrator and chief mediator for the Conciliation Services Division, providing mediation for public sector collective bargaining disputes, contract grievances, unfair labor practice complaints, state personnel action appeals, and other work site issues. She also provides training and facilitation for interest based bargaining and other labor-management problem solving processes. Janet began her career in labor relations in Oregon's public sector over twenty years ago and served as an ERB Mediator for 5 years prior to being appointed State Conciliator in 2013.

**Guadalupe Guerrero**, *Superintendent, Portland Public Schools*

Guadalupe is the Superintendent of Portland Public Schools, the largest and most diverse school district in Oregon. He came to Portland from the San Francisco Unified School District, where he served as Deputy Superintendent of Instruction, Innovation and Social Justice for the past five years. He started his career in education as a teacher for seven years. As he taught, Guerrero added two certifications from Harvard, as a principal in 2002 and in the Urban Superintendents Program in 2009.

**Steven E. Herron**, *Labor Relations Director, Multnomah County*

As the County's Central HR Labor Relations Director, Steve manages labor negotiations and contract administration on behalf of the County, which includes bargaining with twelve labor unions. Steve is a Portland metro-area native who attended undergraduate school at Portland State University, and law school at Lewis & Clark's Northwestern School of Law. He practiced Labor & Employment law with Garrett Hemann Robertson, then worked for the City of Portland's Human Resources - Labor Relations Unit before his work with Multnomah County.

**Anil Karia**, *Founding Member, Public Safety Labor Group*

Anil specializes in representing law enforcement associations and guilds in Oregon, Washington, and Alaska, including the Portland Police Association. He represents clients and serves as general counsel in all aspects of their labor relations, including negotiations, arbitrations, unfair labor practice proceedings, civil litigation, and critical incident response. He has bargained many labor agreements and has participated in numerous arbitrations on their behalf. He has also responded to over 50 officer involved shootings and in-custody deaths.

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**Ursula Kienbaum**, *Shareholder, Ogletree, Deakins, Nash, Smoak & Stewart, P.C.*

Ursula focuses her practice exclusively on representing and counseling public and private employers in traditional labor and employment law matters. Specializing in traditional labor relations, Ursula represents employers in representation and decertification proceedings, day-to-day contract administration issues, grievance processing, and labor arbitrations. Ursula also has conducted workplace investigations and responded to unfair labor practice charges before the National Labor Relations Board (NLRB) and Oregon's Employment Relations Board (ERB).

**Steve Lancaster**, *Bargaining Chair, Portland Association of Teachers*

Steve is a Social Science educator at Lincoln High School. In his 15 years with Portland Public Schools, Steve has served in large comprehensive high schools within the district and participated in the Gates Small Schools Initiative at the Marshal Campus. He also has served as a member of the PAT contract negotiating team since 2013 and as Bargaining Chair since 2015. Steve has experienced both traditional and interest-based bargaining approaches.

**Kathryn Logan**, *Esquire*

Kathryn earned her BA at Johnston College and her JD at Willamette University College of Law. She has been a labor arbitrator and worked as an Administrative Law Judge for several state agencies, including the Employment Relations Board. As a management advocate, Kathryn worked for both the City of Salem and the State of Oregon as a Labor Relations Manager. She was also a Senior Assistant Attorney General with the Oregon Department of Justice, advising and representing management on labor and employment matters. She finished her career as the Board Chair for the Employment Relations Board. Since October 1, 2016, she has been happily retired.

**Julie Love**, *Deputy Administrator, Occupational Safety and Health Division of the Oregon Department of Consumer and Business Services (Oregon OSHA)*

Prior to working with OR-OSHA, Julie served as a Senior Human Resources Analyst with the Department of Consumer and Business Services. She has more than 15 years of human resource management experience and worked as a high school math teacher for more than a decade, both while traveling the globe as a military spouse. Her background includes roles as policy advisor to executive leadership on strategic workforce management issues, as well as, management of human resources with safety program oversight in high hazard industries.

**Marty Pavlik**, *Chief Negotiator, Portland Association of Teachers*

Marty has been a secondary teacher, union leader, a professional staff member for the Missouri National Education Association and for the Oregon Education Association. He also has been a trainer and facilitator for interest-based bargaining (IBB) for the National Education Association and for the St. Louis-based Partnership in Collaboration.

**Elana Pirtle-Guiney**, *Workforce and Labor Policy Advisor, Governor Kate Brown*

Elana, a Lewis and Clark graduate, has been instrumental in advocating for equitable workplace and labor policies throughout her career. She works closely with labor representatives around the state to ensure that all workers are treated with dignity and respect. Prior to her work in the Governor's office, Elana held various positions with the OR AFL-CIO including Interim Political Director, Communications Director, and Legislative Director, and also worked on expanding multi-employer workforce training programs.

**Eben Pullman**, *Representative, Oregon AFSCME Council 75*

Eben joined Council 75 in 2013 and currently works with Local 88 at Multnomah County and Local 3132 at the City of Troutdale. He previously worked for affiliates of the American Federation of Teachers and Service Employees International Union for fourteen years helping workers organize unions and supporting established local unions to advance their mission to improve the lives of their members through collective bargaining, internal organizing, and political action.

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**Adam Rhynard**, *Chair, Oregon Employment Relations Board*

Adam has served on the ERB since 2013 and subsequently was appointed as the Chair effective October 1, 2016. Before being appointed to the ERB, he worked for the Oregon Workers' Compensation Board. Adam also has practiced extensively in the areas of labor, employment, and campaign finance law, primarily in New York. He received his J.D. from Northeastern University School of Law, and his B.F.A. and M.A. from the University of Arizona.

**Kylie Rogers**, *Chief Human Resources Officer, Portland Public Schools*

Kylie has spent more than 15 years leading change and transformation in public and private sectors. Prior to joining PPS in fall 2017, Kylie was Assistant Dean at the University of Arizona, where she served on the executive leadership team of the University Library System and Press. Kylie has a Bachelors in Human Resources Management, as well as an MBA from the University of Colorado.

**Laura Salerno Owens**, *Shareholder, Markowitz Herbold P.C.*

Laura is a trial lawyer with experience representing employers and executives in single and class actions lawsuits. She has litigated claims arising under the Family Medical Leave Act, the Oregon Family Leave Act, and the Americans with Disabilities Act and also represented clients before the Bureau of Labor and Industries (BOLI) and Equal Employment Opportunity Commission (EEOC).

**Jennifer Sung**, *Member, Oregon Employment Relations Board*

Before joining the ERB, Jennifer was a partner at McKanna Bishop Joffe, LLP, representing labor organizations and employees. She also serves on the Oregon State Bar's Labor and Employment Section Executive Committee. She was a law clerk to Judge Betty Binns Fletcher of the United States Court of Appeals for the Ninth Circuit and completed a Skadden Fellowship at the Brennan Center for Justice at NYU School of Law, where she helped community organizations to advance economic justice policies. Jennifer received her JD from Yale Law School.

**Elizabeth Tippett**, *Associate Professor, University of Oregon School of Law*

Professor Tippett researches business ethics, employment practices, and decision-making. She is a co-author of the textbook, *Employment Discrimination @ Employment Law: The Field as Practiced*. Liz is the Co-Director of the Master's Program in Conflict and Dispute Resolution and spent several years working with Professor Roger Fisher, co-author of *Getting to Yes*, as a research associate for the Harvard Negotiation Project. Her study on harassment trainings will be published in the *Berkeley Journal of Employment @ Labor Law*.

**Lisa Umscheid**, *Member, Oregon Employment Relations Board*

Before joining the Board, Lisa worked for more than 20 years as a labor and employment attorney, representing both public and private employers. She served as labor and employment counsel for Metro, the regional government in the Portland area. She also represented the State of Oregon in labor and employment matters in her capacity as Senior Assistant Attorney General at the Oregon Department of Justice. Lisa has served multiple terms on the Oregon State Bar Advisory Committee for Diversity and Inclusion, and is presently serving on the Oregon State Bar's Bench/Bar Commission on Professionalism.

**Melissa Unger**, *Executive Director, SEIU Local 503*

Melissa has a fifteen-year record of advocacy for working people and students, with ten of those years as a staff leader and political director for SEIU 503. In addition to previously serving as the executive director of two other organizations, she has been an effective champion for SEIU members in the state Capitol, ensuring that Oregon's budgets and policies keep the needs of working people front and center.

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**John Van Dreal**, *Director of Safety and Risk Management Services, Salem-Keizer School District*

John has 30 years of experience in psycho-educational evaluation, crisis assessment and intervention, behavioral intervention, and security and risk management systems consultation. He is the editor and principal author of the book *Assessing Student Threats: Implementing The Salem-Keizer System*, Second Edition. He regularly provides training and consultation on threat assessment systems, mitigating human violence, school security, and options-based decision making, a response process for active shooter and other high danger situations.

**Jason M. Weyand**, *Partner, Tedesco Law Group*

Jason specializes in representing public and private sector labor unions in all aspects of labor relations, including negotiating and enforcing collective bargaining agreements, and representing unions in matters before the Employment Relations Board and National Labor Relations Board. Jason also represents and advises individual employees in employment and professional licensing matters. Jason was Legal Counsel with Oregon AFSCME for eight years and then he served as the labor representative on the Employment Relations Board from 2012-2017.

**Robert Young**, *Bargaining Coordinator, Oregon Education Association*

Robert provides financial data and analysis and model contract language to 200+ local associations and also helps OEA staff develop collective bargaining proposals that meet the needs of individual bargaining teams. Prior to becoming the Bargaining Coordinator, Robert was an OEA field consultant for rural Linn and Lane Counties.