



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Elizabeth Ford</i>		
Board/Commission Name: <i>Labor Standards Advisory Commission</i>		Position Title: <i>Commissioner</i>
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	Date Appointed: <i>9/10/2018</i>	Term of Position: * <i>5/1/2017</i> to <i>4/30/2019</i> <input checked="" type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Residential Neighborhood: <i>Seward Park</i>	Zip Code: <i>98118</i>	Contact Phone No.:
Background: <i>Elizabeth Ford is currently a Distinguished Practitioner in Residence At Seattle University School of Law. She has practiced labor and employment law for fifteen years, first as a partner at Schwerin Campbell Barnard and then as Chief Counsel for the Washington State Nurses Association. She has also served as the Director of Labor Relations for King County from 2008-2010. Ms. Ford serves frequently as a mediator and arbitrator primarily in labor and employment disputes. She is a member of the Federal Mediation and Conciliation Service and Public Employment Relations Commission's panel of arbitrators and sits regularly as arbitrator in labor and employment disputes.</i>		
Authorizing Signature (original signature): 	Appointing Signatory: <i>Jenny A. Durkan</i> <i>Mayor of Seattle</i>	

FILED
CITY OF SEATTLE
18 SEP 10 AM 11:26
CITY CLERK

*Term begin and end date is fixed and tied to the position and not the appointment date.

Elizabeth Ford



EDUCATION

Northeastern University School of Law, Boston, MA

J.D., 1992

Mount Holyoke College, South Hadley, MA

B.A., Psychology, 1986

ADMISSION TO PRACTICE

Washington State

United States District Court, Western District of Washington

United States Court of Appeals, Ninth Circuit

EXPERIENCE

Seattle University School of Law, Seattle, WA, Distinguished Practitioner in Residence, 2016-present.

Fair Work Center Legal Clinic, Seattle, WA, Director, 2016-present

- Founded legal services office and associated law school clinical course offered at Seattle University and University of Washington dedicated to counseling and representing low wage-workers and training law students in the values and skills necessary to represent employees and employers in workplace issues.
- Teach a six-credit clinical course at Seattle University and University of Washington in which students focus on understanding workplace law and the experience of low wage-workers.
- Developed high-volume, client-centered counseling service where workers are able to describe their situations in a confidential space, learn about how the law applies, and talk through options.
- Collaborated with Seattle Office of Labor standards to create an enforcement strategy that leverages the unique capacities of government and community to reach the most vulnerable workers.
- In partnership with our community collaborative as well as the King County Bar Association, developed and implemented a monthly drop-in community clinic staffed by law students and volunteer attorneys from the local bar as well as our staff attorneys.
- Represent workers in individual and group litigation.

Seattle University School of Law, Seattle, WA

Visiting Assistant Professor and Externship Program Associate Director, 2013-2016

- Designed and taught curriculum for students engaged in the law school's field placement courses in which students performed live-client work at one of 500 approved organizations.
- Supervised externship students and taught the accompanying seminars; counseled students to ensure that their experiential learning plans were suited to their needs, interests, and aspirations.
- Designed and taught targeted externship focused on wage and hour issues.
- Devised and implemented a student skills assessment process, based on a unique legal skills taxonomy designed to integrate student's onsite learning with their classroom work.
- Maintained vibrant relationships with the legal community locally, regionally, and nationally in order secure student placements and ensure students' onsite experience met their learning goals.

University of Washington School of Law, Seattle, WA

Assistant Dean & Lecturer, 2010-2013

- Provided strategic support for the Dean's vision for the law school and managed the operational relationship between the law school and university.
- Directly oversaw finance and budget, human resources, and other law school operational functions.
- Provided strategic support and oversight to the clinical law programs.
- Taught Legal Writing, Labor Law, Collective Bargaining, and Negotiation.
- Established the law school's first collective bargaining course in which students engaged in a quarter-long simulated collective bargaining negotiation.
- Taught in College of Education's Intercollegiate Athletic Leadership Program.
- Co-chaired the University of Washington's working group on supplier corporate social responsibility, tasked by the University President to develop an effective policy to guide the University's purchasing decisions.
- Served as University Liaison to the William D. Ruckelshaus Center, an organization devoted to collaborative problem solving in the public sector.

Seattle University School of Law, Seattle, WA

Visiting Professor, 2006-2008, 2009-2010

- Founded and taught the law school's first Mediation Clinic, in which students co-mediated charges of employment discrimination pending before the Equal Employment Opportunity Commission.
- Taught in the law school's top-rated Legal Writing Program
- Piloted a new second-year course that combined legal writing with mediation advocacy, using a simulated mediation facilitated by the clinic students.
- Taught Dispute Resolution and Labor Law.

King County, Seattle, WA

Director 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 during a dramatic economic downturn, which resulted in substantial cost reductions while preserving the relationship between County labor and management.
- 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, Seattle, WA

Chief Counsel, 2001-2006

- Provided in-house representation in all aspects of the Association's work.
- Negotiated 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.
- Advised the Association in its legislative and policy advocacy.
- Provided advice to the organization in the areas of personnel, governance, regulatory compliance, and other legal issues arising in the course of the organization's work.

Schwerin Campbell Barnard, Seattle, WA

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 Equal Employment Opportunity Commission, National Labor Relations Board, Public Employment Relations Commission, Personnel Appeals Board, Washington State Department of Labor and Industries, 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.

Elizabeth Ford Arbitrator and Mediator, Seattle, WA

2005-present

- Provide arbitration, mediation, and dispute system design services to private clients primarily in the area of employment and labor relations.
- Maintain membership in the Federal Mediation and Conciliation Service and Washington Public Employment Relations Commission's roster of arbitrators.

LEGAL SCHOLARSHIP AND PRESENTATIONS

Scholarship:

Toward a Clinical Pedagogy of Externship, Clinical Law Review, Fall 2015.

Presentations:

American Association of Law Schools 2015 Conference on Clinical Legal Education. *Subversive Outcome Assessment: Using Assessment as a Teaching Tool (May 2015).*

American Association of Law Schools 2014 Conference on Clinical Legal Education, *Becoming a Better Clinician, April 28, 2014*

Smells Like Team Spirit: How to Leverage Clinical, Library, Legal Writing and Externship Resources into a Comprehensive Skills Program – Seattle Style!

Externships 7, Scaling New Heights: Field Placements and the Reform of Legal Education, March 1, 2014

Innovations in Externships as Professional Development – Student Counseling, Seminar Options, Self-Assessments, Practice Groups and CLEs.

Evans School of Public Policy, Labor Discussion Group Wage Theft Panel, February 20, 2014

Maintaining and Enforcing Employment Standards: Is This the Best Approach to Addressing Income Inequality?

Washington Human Services Coalition Retreat, December 5, 2013

Public Policy Negotiations Training.

Association for Public Policy and Management, Fall Research Conference, November 6, 2013,

Breaking the Fall of the Middle Class, Cross-Cutting Panel

Maintaining and Enforcing Employment Standards: Is Raising the Minimum Wage the Best Approach to Stabilizing the Middle Class?

Northwest Clinical Legal Education Conference, September 28, 2013,

Clinic/Externship Innovative Projects that Integrate Skills/Real Client Work into the Whole Curriculum Skills Assessment and Seminar Design in Externships.

**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.

VOLUNTEER WORK

King County Charter Review Commission

Commissioner, 2018

- Appointed by the County Executive to review and provide recommended changes to the King County Charter.

King County Board of Ethics

Board Member, 2013-2017

- Appointed by the King County Council to serve on this Board charged to interpret and enforce the code of ethics applicable to King County employees and elected officials.

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.
- Conducted mediation in cases 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 three-member Commission charged with hearing appeals regarding employee discipline and the City's administration of the personnel system.
- Rendered decisions and made recommendations to the Mayor and City Council on personnel policy.

Northwest Women's Law Center/Legal Voice

Board President, 2005-2006

Vice President for Programs, 2004-2005

Board Member 2003-2008

Labor Standards Advisory Commission

15 Members: Pursuant to *Ord. 124643*, all members subject to City Council confirmation, 2-year terms:

- 7 City Council-appointed
- 7 Mayor-appointed
- 1 Other Appointing Authority-appointed (specify): LSAC Commissioners

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
	F	2	1.	Commissioner	Elizabeth Ford	05/01/17	04/30/19	1	Mayor
2	M	N/A	2.	Commissioner	Anthony Burnett	05/01/18	04/30/20	2	Mayor
6	F	6	3.	Commissioner	Anna G. Boone	05/01/17	04/30/19	2	Mayor
6	F	2	4.	Commissioner	Nicole Grant	05/01/18	04/30/20	2	Mayor
1	M	7	5.	Commissioner	I-Miun Liu	05/01/17	04/30/19	2	Mayor
6	M		6.	Commissioner	Andrew Beane	05/01/18	04/30/20	1	Mayor
	F		7.	Commissioner	Betsy McFeely	05/01/17	04/30/19	1	Mayor
			8.	Commissioner	Artie M. Nosrati	05/01/18	04/30/20	1	Council
3	F	N/A	9.	Commissioner	Cariño Barragán	05/01/17	04/30/19	1	Council
	F		10.	Commissioner	Samantha Grad	05/01/18	04/30/20	1	Council
6	F	N/A	11.	Commissioner/ Co-Chair	Kellis Borek	05/01/17	04/30/19	2	Council
6	F	2	12.	Commissioner	Mona Smith	05/01/18	04/30/20	2	Council
6	F	N/A	13.	Commissioner	Rebecca Smith	05/01/17	04/30/19	2	Council
5	F	1	14.	Commissioner	Alia Abboud	05/01/18	04/30/20	2	Council
1	F	2	15.	Commissioner	Janet Chung	05/01/17	04/30/19	1	Commission

SELF-IDENTIFIED DIVERSITY CHART

			(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)		
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non- Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	3	4			1	1				3			
Council		6					1		1	3			
Other		1			1								
Total	3	11			2	1	1		2	6			

Key:

- *D List the corresponding *Diversity Chart* number (1 through 9)
- **G List *gender*, M= Male, F= Female, T= Transgender, NB= Non-Binary O= Other U= Unknown
- RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.