

**DEBORAH GLASSER KOLLY**  
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**Career**  
**2007-**

**Senior Labor Relations Practitioner**  
Liebert Cassidy Whitmore, San Francisco, CA

With labor, employment, and education law firm, advised public, private, and non-profit sector clients on all aspects of labor relations. Acted as chief negotiator and strategist on labor contracts, advised and trained management in labor relations, performed grievance investigations and handled grievance resolution, negotiated successor agreements, conducted concessionary negotiations for municipalities, performed strategic planning regarding union campaigns, and developed collaborative relationships with unions. Developed new business.

**1996-2007**

**Chief Negotiator/Senior Labor Relations Representative**  
Service Employees International Union (SEIU) Local 535, Oakland, CA

Negotiated multi-year wage and benefits packages for public and private sector employees; negotiated labor agreement for employees of the State Bar of California, made presentations to boards of supervisors and personnel commissions in Bay Area counties; introduced "interest-based bargaining" to Marin County public sector employee relations thereby initiating new era of lower-stress labor relations.

**1993-1996**

**Senior Field Representative**  
Service Employees International Union (SEIU) Local 1280, Fairfield, CA

Negotiated and administered labor agreements; represented county employees before Civil Service Commission in termination hearings; strategic and tactical counseling to local union executive.

**1986-1993**

**Organizer/Business Agent**  
Northern California Newspaper Guild, San Francisco, CA

Successfully organized and executed certification election across 1,000 editorial employees of Bay Area newspapers before the National Labor Relations Board.

**EDUCATION**

**Florida Atlantic University, Boca Raton, FL**  
B.A. Liberal Arts, Industrial Relations

**George Meany Labor Institute, Silver Spring, MD**  
Certificate in Labor Studies

**COMMUNITY INVOLVEMENT**

Board of Governors of the Jewish Community High School by the Bay, San Francisco.

Participated in bicycle runs to raise money for the Veterans Administration Hospital and the developmentally disabled in Napa County.