



Julie L. Kebler

Owner - Seattle

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Julie Kebler provides employment and traditional labor counsel to employers in both the public and private sectors, with a special emphasis on healthcare, maritime, hospitality and emerging companies. With over thirty years of legal experience from the perspectives of a private, government and in-house counsel, Ms. Kebler is known for alerting clients to potential problems and taking steps early to reduce the possibility of expensive disputes, union issues and litigation. Thoughtful planning and foresight can reduce but not totally eliminate an employer's exposure to employment and labor related disputes and claims. When claims are made or union disputes arise or lawsuits filed, Julie's experience underscores effective advocacy.

Experience

Equal Employment Opportunity Commission

Litigated individual and class action lawsuits based on race, sex, religion and equal pay issues.

METRO(as an independent agency)

Supervised employment and labor relations activities and staff, labor contract negotiations, labor arbitrations and labor policy development.

Representation of Employers before the EEOC, WSHRC, DOL, DLI and other federal and state employment and labor agencies

Particular expertise in wage and hour issues, FMLA leave, accommodation, and Fair Housing Act discrimination matters.

Representation of Employers before the NLRB and PERC

Representation of employers before the NLRB and PERC and during union organizing campaigns, union picketing; unfair labor practices, construction site labor actions and collective bargaining. Particular expertise in crafting strategies in response to corporate campaigns, neutrality agreements and public sensitive situations. Development of corresponding management training materials for working in a union environment in the private and public sectors.

U.S. Merit Systems Protection Board

Administrative Judge - presided over and mediated employment, discrimination, and whistleblowing related appeals for union and nonunion federal employees in a four-state area.

Services

- ▶ Labor and Employment
- ▶ Healthcare
- ▶ Employee Benefits and Executive Compensation
- ▶ Indian Law

Industries

- ▶ Healthcare
- ▶ Indian Tribes
- ▶ Maritime Companies and Fisheries
- ▶ Hospitality, Travel and Tourism
- ▶ Government

Education

- ▶ Indiana University School of Law - Indianapolis , J.D.
- ▶ University of Michigan, B.A., with distinction
- ▶ University of Houston Law Center, AA White Disput Resolution Center

Admissions

- ▶ Washington, 1980
- ▶ Indiana, 1976 (inactive)

Professional Activities

- ▶ Member, American Health Lawyers Association
- ▶ Board Member, Seattle Neighborhood Group, 2006-present
- ▶ Executive Committee, Defense Counsel Position, Labor and Employment Section, Washington State Bar Association, 2004-2005
- ▶ Treasure and Trustee, Labor and Employment Section, King County Bar Association, 1996-1998
- ▶ Conference Co-Chair, Pacific Coast Labor and Employment Law, 1996

Events

- ▶ How to Manage the Minefield of Wage and Hour Regulations as a Healthcare Employer, Garvey Schubert Barer, Seattle, WA, June 20, 2011
- ▶ "Union and Hospital Negotiations: Current Leverage & Tactics," Northwest Washington Hospital Council , Seattle, WA, June 3, 2011
- ▶ "Family Medical Leave Down the Rabbit Hole Encore Presentation," Western Washington Rural Health Care

Collaborative, May 20, 2011

- ▶ "Managing Social Media in the Workplace," National Academy of Human Resources, Pacific NW Regional Conference, May 2, 2011
- ▶ "Wage Hour Hot Topics," Washington State Healthcare Human Resources Association Spring Conference, April 28, 2011
- ▶ "Workplace Bullying," Lorman Education Services, Seattle, WA, June 12, 2010
- ▶ "Ask An Attorney: Roundtable Discussion," Pacific Northwest Regional Council - NAHRO's 2010 Annual Conference, Salem, OR, April 27, 2010
- ▶ "Labor and Employment Law Issues for Tribes," Inaugural Indian Law CLE: Multi-Jurisdictional Issues, Indian Law Section of the Spokane County Bar Association, Gonzaga University School of Law, Spokane, WA, March 18, 2010
- ▶ "Federal Contracting – the Effect of 2009 Executive Orders," Lorman Education Services Seminar , Seattle, WA, January 21, 2010
- ▶ "Public Records Act 101 and Update," Western Washington Rural Healthcare Collaborative , Washington, January 14, 2010
- ▶ "Managing in a Union Environment," Hospital Management Seminar, Washington, January 11, 2010
- ▶ "Hot Employment/Labor Topics in Heath Care," Western Rural Healthcare Collaborative, Washington, October 30, 2009
- ▶ "Employment/Labor Law for Tribes and Tribal Businesses," NHRMA 71st Annual Conference & Tradeshow, Portland, Oregon, September 30-October 2, 2009
- ▶ "Labor Law Issues in Indian Country," 22nd Annual University of Washington Indian Law Symposium, Seattle, WA, September 10-11, 2009
- ▶ "Employment Red Flags – 2009," Washington Society of Municipal and PUD Attorneys, Seattle, WA, June 26, 2009
- ▶ "Employment/Labor Update (Public Hosing Authorities)," NAARO Regional Conference, Boise, ID, May 6, 2009
- ▶ "Managing Difficult Behaviors in the Workplace," Washington State Healthcare Human Resources Association (WSHHRA) Fall Conference, Vancouver, WA, September 8, 2008
- ▶ "Unions and Casinos: Navigating Clashes with Tribal Law," Key Tribal Issues Seminar, Seattle, WA, October 26, 2007
- ▶ "Terminating Employees Without Getting Sued," National Audio Conference, Business & Legal Report LLC, Seattle, WA, March 13, 2007
- ▶ "Labor Negotiations: How to Manage the Process," Washington Fire Commissioners Association, Seattle, WA, October 20, 2006
- ▶ "Dancing the Leave Tango; Wage & Hour Issues; New Developments and Old Themes," Washington State Association of Municipal Attorneys , Seattle, WA, October 4, 2006
- ▶ "The Pulse of Union's 2006 - Collective Bargaining '201'," Association of Washington Cities, Seattle, WA, May 18, 2006
- ▶ "Unions in the New Millennium," Association of Washington Public Hospital Districts Administrators Only Retreat, Quincy, WA, May 2-4, 2006
- ▶ "Prevailing Wage Law in Washington, What is a Project Labor Agreement? Neutrality Agreement and Union Organizing," Lorman Education Services, Tacoma, WA, March 16, 2006

- ▶ "Creating a Peer Mediation Program in Your Public Hospital District," Association of Washington Public Hospital Districts, Kennewick, WA, January 16, 2006

Publications

- ▶ "2010 - Time to Re-Assess Independent Contractor Status," Garvey Schubert Barer Legal Update, May 28, 2010.