

KATHERINE GLENDON LEV

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SUMMARY

Seasoned Labor Attorney with more than ten years' experience across multiple industries including manufacturing, building trades, transportation, automotive, education, healthcare, retail and others. Positions held have included Senior Director of Labor Relations and sole lead negotiator for a \$150B Fortune 10 company as well as Labor Counsel for an organization with more than 130 agreements with 16 different International unions. Experience includes the management of nationwide Corporate Campaigns, strike management, multiple union elections and decertifications. Responsibilities have also included developing and implementing labor relations strategies and training plans that are still applied to more than 200K employees nationwide. In 2014, I was elected by labor peers to lead the Board of CUE, a non-profit national organization whose mission is to assist member companies with positive labor and employee relations strategies. In 2015, I started a labor consulting practice through which I provide expertise to companies seeking assistance with all facets of labor relations, including union avoidance strategy, campaign management, collective bargaining, corporate campaign strategy and response, labor relations training and developing labor talent. In 2016, in addition to founding Lev Law Group, LLC, a labor law practice in Massachusetts, I was appointed by the Governor of Massachusetts to serve on the State Labor Board.

CURRENT PROFESSIONAL EXPERIENCE

Lev Labor, LLC, Hudson, MA

January 2015 – Present

Owner and President

Providing Labor Relations support to Management in the following areas:

- Labor Negotiations: First chair bargaining, as well as support for internal labor professionals, including training internal candidates to develop skills to bring future bargaining in-house.
- Labor Relations Strategy: Developing and implementing short-term and long-term labor strategies across organizations, as well as for multi-employer and multi-union projects.
- Collective Bargaining Strategy: Develop strategies across multiple bargaining units, using the collective bargaining process to more effectively plan and implement future changes in the business.
- Corporate Campaign Strategy and Response
- Management of Labor Issues arising from mergers and acquisitions
- Blended Environment Strategy and Management
- NLRB Election Campaign Management
- Labor Relations Training: Union Avoidance, Employee Engagement, Managing in a Union Environment, Grievance Handling, etc.

Boston College, Chestnut Hill, MA

January 2008 – Present

Adjunct Professor, Master of Science Program

- Negotiation
- Laws of the Workplace
- Ethics

Commonwealth of Massachusetts, Boston, MA

February 2016 – Present

Commonwealth Employment Relations Board (CERB)

Appointed by Massachusetts Governor Charles Baker to serve as a member of the Commonwealth Employment Relations Board (CERB). The CERB is a three-person judicial board charged with overseeing Massachusetts public sector labor relations; reviewing decisions of hearing officers in the Department of Labor Relations.

**PREVIOUS
PROFESSIONAL
EXPERIENCE**

CVS Health, Woonsocket, RI

March 2008 – March 2016

Senior Director of Labor Relations

As the Sr. Director of Labor Relations, I was responsible for developing and implementing labor relations strategy across CVS Health's multiple business units for union and non-union employees. In addition to serving as the sole chief negotiator for all collective bargaining agreements, responsibilities included responding to and defending a corporate campaign, multiple organizing campaigns, management of NLRB charges and arbitration of grievances nationwide. Duties also included development and implementation of HR policy and partnering across departments to ensure both policy and regulatory compliance, development of Labor Relations and union avoidance training, counseling to HR professionals and field management nationwide and development of the employee handbook. In this role, I also developed and prepared the bench for labor relations; training individuals to participate meaningfully in future negotiations. CVS Health is a \$150B Fortune 10 Company, with approximately 200,000 (14K unionized) employees and 20 collective bargaining agreements.

UGL Unicco (now Cushman & Wakefield), Newton, MA

May 2000 - December 2007

Director of Labor Relations, Labor Counsel

Responsibilities included the negotiation and administration of approximately 130 collective bargaining agreements covering facilities including hospitals, commercial office, industrial and manufacturing throughout the U.S. and Canada. This role included the management of a corporate campaign, a hunger strike, a neutrality agreement, the investigation and arbitration of grievances nationwide; responding to and defending ULPs and organizing campaigns. Duties also included developing and providing Labor Relations training, crafting labor policies and counseling managers on labor and employment law matters including the NLRA and FLSA.

Human Resources Director (While in role as Labor Counsel): Acted as HR Director during a six-month candidate search. Role supported Operations and Sales functions through the management and oversight of the HR Department. Provided direct supervision, advice and guidance to ten Regional HR Directors and advised Operations on employment compliance matters, including the FLSA, FMLA and ADA. Developed and provided harassment, discrimination and retaliation training to all levels of the organization including senior leadership.

Equal Employment Opportunity Director (While in role as Labor Counsel): Acted as EEO Director during a 6-month candidate search. I supported the company as the employee ombudsman for the prevention, investigation, and remediation of allegations of discrimination for a diverse, multi-lingual workforce. Oversaw investigation of harassment, discrimination, and retaliation claims. Prepared responses to federal and state agency charges. Provided leadership to HR Directors regarding development and implementation of EEO programs and best practices. Served as the resource for HR staff for issues involving harassment, discrimination, retaliation, ADA, etc. Developed and provided all EEO and accommodation training.

**NOTEWORTHY
SPEAKING
ENGAGEMENTS**

"Tools, Tips and Tricks; Best Practices in Labor Relations"

May 2016

CUE Spring Labor Conference

"Union Security & Friedrichs v. CTA"

April 2016

29th Annual University of Rhode Island Labor and Employment Law Conference

"Winning Strategies in an Ambush Election; A Case Study"

October 2015

CUE Fall Labor Conference

"A Peek Inside the Playbook; SEIU Corporate Campaign Manual"

October 2011

CUE Fall Labor Conference

"Labor Relations in Practice"

Fall 2009

Bryant University

**VOLUNTEER
PROFESSIONAL
EXPERIENCE**

CUE Inc.

2015 Chair; 2014 Vice Chair

2014-2015

CUE is a non-profit, member-run national organization whose mission is to assist member companies in establishing, applying and maintaining positive employee relations practices and positive working environments. For over 30 years, CUE has sought to educate its member companies in positive employment practices through its semiannual conferences, educational workshops, member to member networking and publications.

CUE enjoys the support of over 300 member companies, both union and union-free, representing a cross-section of business and industry, from small firms to Fortune 50 companies. Whether conducting research, disseminating information, sharing experiences, or educating members on union-free environments, CUE has consistently promoted the values of positive employee relations.

The MENTOR Network

Dedham, MA

Human Rights Committee (HRC), Chairperson

August 2010 – January 2015

The role of the HRC is to affirm, promote and protect the human and civil rights for persons with intellectual disability under the care of The MENTOR Network. To that end the Committee investigates grievances and allegations of client mistreatment, reviews policies and procedures to improve the degree to which human rights are affirmed, monitors and reviews the authorization and use of behavior modification interventions and monitors and reviews the means utilized to inform individuals and their families of their rights, including training individuals served in the exercise of their rights.

**CURRENT
BOARD
PARTICIPATION**

Labor and Employment Relations Association (LERA): Vice President, Boston Chapter
Center for Independent Employees

EDUCATION

Boston College Law School - Juris Doctor

Boston College – Master's of Science (Leadership and Administration)

Boston College - Bachelor of Arts

**BAR
ADMISSIONS**

State of Massachusetts

U.S. District Court, District of Massachusetts

State of Florida

Supreme Court of the United States