

# JOLSNA JOHN THOMAS, ESQ.

## LEGAL EXPERIENCE

- 03/2007 – 06/2017 **Operating Engineers Local Union No. 3** Alameda, CA  
*Special Counsel to the Business Manager* (04/17 – 06/17), *Senior House Counsel* (06/16 – 04/17), *House Counsel* (09/14 – 06/16), *Associate House Counsel* (03/07 – 08/14)
- Represented approximately 40,000 workers in Northern California, Northern Nevada, Utah, and Hawaii in both the private and public sector.
  - Supervised, mentored, and recruited the Legal Department attorneys, support staff, and outside counsel; managed the Legal Department budget; tendered insurance notice and performed risk analysis; provided all internal governance support and maintained compliance with state and federal laws.
  - Developed all Legal PowerPoint presentations and provided legal training to staff.
  - Reviewed, drafted, and negotiated contracts for the Union, including but not limited to website design, real estate sale/purchase/rent, and procurement.
  - Reviewed and modified policies and procedures, including but not limited to workplace safety, records retention, and employment manuals.
  - Oversaw the processing of all contractual grievances and internal charges.
  - Advised officers, Executive Board members, business agents, and other personnel in transactional and litigation matters.
  - Attended and rendered of legal advice at Union Executive Board, Building Holding Association Board, and Credit Union Board Meetings.
  - Provided support, advice, and counsel for three affiliated entities (two 501(c)(3) charity entities and one 501(c)(2) building holding entity).
  - Represented members and the union in administrative proceedings (NLRB, PERB, EEOC, State Personnel Board, and civil service commissions), mediation proceedings, arbitrations for contract interpretation and disciplinary matters.
- 09/2005 – 09/2006 **Leonard Carder LLP** Oakland, CA  
*Labor Law Fellow*
- Represented unions in multiple-day termination appeal and other matters.
  - Conducted discovery, electronic document review and maintain client relations in multi-district litigation/complex litigation and arbitrations.
  - Negotiated and drafted representation elections settlement agreement.
  - Drafted legal motions and supporting briefs for the private and public sector.
  - Provided legal advice and counseling on CBA issues and EEO law.
- 05/2004 – 08/2004 **Law Clerk** San Francisco, CA
- Researched and drafted amicus curiae brief for the Ninth Circuit.
  - Developed litigation strategy and solutions to complaints brought against clients.
- 01/2005 – 05/2005 **National Labor Relations Board** Washington, DC  
*Contempt Litigation and Compliance Branch Law Clerk*
- Assisted attorneys in investigating contempt allegations, assessing settlement options for contempt litigation, preparing internal legal memoranda, drafting discovery documents, preparing for trial and drafting appellate briefs.
- 05/2003 – 05/2004 **American Federation of Government Employees** Washington, DC  
*General Counsel's Office Legal Clerk and Women's and Fair Practices Department Legal Intern*
- Researched and drafted appellate briefs and legal responses to members.
  - Organized discovery and research for grievance and arbitration proceedings.
  - Drafted intake memoranda, appeal notices and appellate briefs.
  - Compiled and analyzed discovery, pre-trial, and trial materials for EEO appeals.

<b>ADMISSION</b>	State Courts of California (Bar License No. 242626); U.S. District Court (Northern District of California); Ninth Circuit Court of Appeals; State Courts of Texas (Bar License No. 24100703)	
<b>EDUCATION</b> 05/2005	<b>American University – Washington College of Law</b>	Washington, DC
	Juris Doctorate. <u>Awards/Honors:</u> Legal Rhetoric - Appellate Brief, <i>Highest Grade</i> ; Emalee C. Godsey Scholarship, <i>Scholarship Recipient 2004</i> ; National South Asian Bar Association, <i>Outstanding Law Student Award 2004</i> . <u>Activities:</u> American University Business Law Brief, <i>Junior Editor</i> ; AFL-CIO LCC Minority Outreach Program, <i>Participant (2003, 2004)</i> ; South Asian Law Students' Association, <i>President (2003, 2004)</i> .	
05/2000	<b>The University of Texas at Austin</b>	Austin, TX
	Bachelor of Business Administration. Major: Management Information Systems. <u>Activities:</u> Minority Information Center, <i>Director of Asian American Affairs (1998-2000)</i> ; South Asian Students Association, <i>Conference Co-Chair (1999-2000)</i> .	
<b>PUBLICATIONS/ SPEAKING ENGAGEMENTS</b>	AFL-CIO Lawyers Coordinating Committee 2017 Annual Meeting & Webinar Presenter ("The Legal Side of Running Unions: Internal Union Affairs – a discussion of practical issues"); ABA Labor and Employment Law Section Developing Labor Law 2015 Midwinter Meeting Presenter ("When Does Protected Concerted Activity Lose Its Protection"); ABA Labor and Employment Law, Volume 43, Number 2, Winter 2015 ("NLRB's Griffin Discusses <i>Noel Canning</i> Aftermath")	
<b>PROFESSIONAL AFFILIATIONS</b>	<ul style="list-style-type: none"> <li>▪ <b>South Asian Bar Association North America (SABA)</b>, <i>National Advisory Council Member (2012-present), Co-Chair Endorsements Committee (2012-present), President (2011-2012), President-Elect (2010-2011), Vice President – Community Outreach (2009-2010), Vice President – Affiliate Relationships (2008-2009), and Board Member (2007-2012)</i>.</li> <li>▪ <b>American Bar Association Labor &amp; Employment Section</b>, <i>Outreach to Young Lawyers Co-Chair (2015-present), Young Lawyers Division Fellow (2013-2015), Section Development Fund Fellow (2010-2013, 2014-2017) and Member (2005-present)</i>.</li> <li>▪ <b>California State Bar</b>, Labor &amp; Employment Section, <i>Member (2006-present)</i>.</li> <li>▪ <b>Texas State Bar</b>, Labor &amp; Employment Section, <i>Member (2016-present)</i>.</li> <li>▪ <b>Junior League of Austin</b>, <i>Member (2017-present)</i>.</li> <li>▪ <b>South Asian Bar Association of Austin (SABAA)</b>, <i>Member (2017-present)</i>.</li> <li>▪ <b>South Asian Bar Association of Northern California (SABA-NC)</b>, <i>Board Member (2006-2008), Life Member (2006-present)</i>.</li> <li>▪ <b>AFL-CIO Lawyers Coordinating Committee</b>, <i>Member (2005-2017)</i>.</li> <li>▪ <b>SABA Foundation</b>, <i>President (2009), President-Elect (2008), Secretary (2007), Trustee (2007-2009)</i>.</li> <li>▪ <b>SABA-NC Foundation</b>, <i>Board Member (2006-2008), President (2007-2008)</i>.</li> <li>▪ <b>SABA-District of Columbia Foundation</b>, <i>Vice President (2003-2005)</i>.</li> <li>▪ <b>Junior League of San Francisco</b>, <i>Board Member At-Large, Governance (2016-2017), Board Member Parliamentarian (2014-2015), Strategic Development Council Director (2013-2014), General Meetings Co-Chair (2012-2013), Member (2006-2017)</i>.</li> <li>▪ <b>City &amp; County of San Francisco</b>, <i>Geary Corridor Bus Rapid Transit Citizens Advisory Committee Member (2010-2016)</i>.</li> </ul>	