
Elizabeth Ford

Assistant Professor
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EDUCATION

Northeastern University School of Law, Boston, MA
J.D., 1992

Mount Holyoke College, South Hadley, MA
B.A., Psychology, 1986

TEACHING AND RESEARCH INTERESTS

Primary Interests: Clinical Teaching, Legal Writing, Labor Law (public and private sector),
Employment Law, Dispute Resolution (negotiation, mediation, arbitration)
Secondary Interests: Torts, Administrative Law, Local Government Law, Public Sector Collective
Bargaining

PUBLICATIONS AND WORKS-IN-PROGRESS

The (un)Common Law of Police Collective Bargaining, Work in Progress
Alt Legal Services, 46.1 Berkeley Journal of Employment and Labor Law (forthcoming 2024).
Wage Recovery Funds, 110 CALIF L. REV (2022).
Toward a Clinical Pedagogy of Externship, 22 CLINICAL L. REV. 115 (2015).

ACADEMIC APPOINTMENTS

Seattle University School of Law, Seattle, WA

Assistant Professor 2023 - Present

Visitor and Distinguished Practitioner in Residence, 2006 – 2008, 2010-2011, 2013-2022

Clinic

- *Workers' Rights Clinic*. In partnership with community organizations, this intensive clinical experience focuses on counseling and representing low-wage workers and developing the skills and values necessary to represent employees and employers in workplace issues. The Clinic works in coordination with community organizations to develop legal strategies for enforcement of minimum workplace standards and policy strategies for expansion of worker protections.
- *Mediation Clinic*. During my 2010 visiting appointment, I founded and taught Seattle University School of Law's first mediation clinic. Students in the clinic served in the role of co-mediator working with the parties to employment discrimination actions pending before the Equal Employment Opportunity Commission. The Clinic was adopted by the faculty as

a permanent part of Clinical program's offerings and continued to be offered after I joined the University of Washington in 2010.

Legal Research and Writing

- *Legal Writing Skills and Values*. From 2006-2008 and again from 2019 to the present, I taught first-year legal writing in Seattle University School of Law's top-ranked Legal Writing Program. Receiving consistently outstanding student evaluations, I taught students the fundamental skills of legal research, analysis and writing, along with client interviewing, counseling, and negotiation skills.
- *Legal Writing II – Advocacy Writing*. During my 2010-2011 visiting appointment, I taught second-year students advanced legal research, analysis, and writing skills in the advocacy context. I incorporated a dispute resolution element into this course, including a simulated mediation where the Legal Writing students represented the parties and my Mediation Clinic students served as mediators.

Externship

Externship Assistant Director and Interim Director. During my visiting appointment in 2013-2015, I served as Assistant and then Interim Director of the Externship Program. Below are examples of my responsibilities:

- 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.
- 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.

Labor Law

As a Visiting Professor in 2006 and again in 2009, taught Law Labor to upper-level students. This three-credit Private Sector Labor Law course introduced students to the federal law of collective bargaining in the private sector, including the rules surrounding organizing, union elections, collective bargaining and concerted activity, arbitration, and the regulation of unions.

Dispute Resolution

As an adjunct professor and then again as Visiting Professor in 2006-2008, I developed and taught a course surveying several non-judicial methods of dispute resolution. Through examination of theoretical perspectives, classroom exercises, as well as simulation, I introduced students to the skills and theories of client counseling, negotiation, and mediation. Students were also introduced to the doctrine related to post- and pre-dispute agreements to arbitrate. The innovative curriculum I developed continued to be used long after I stopped teaching the course.

University of Washington School of Law, Seattle, WA

Assistant Dean & Lecturer, 2010-2013

Leadership

Provided strategic support for the Dean's vision for the law school and managed the operational aspects of the law school, including budget, personnel, and facility. I led the team of administrative employees including accounting, facilities, human resources, and faculty support staff. I also managed the relationship between the law school and University administration. In addition, I 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. And I served as University Liaison to the William D. Ruckelshaus Center, an organization devoted to collaborative problem solving in the public sector

Legal Writing

Taught Persuasive Writing, an upper-level course focusing on the skills and techniques necessary to create effective briefs and oral argument.

Labor Law & Collective Bargaining

Introduced students to the federal law of collective bargaining in the private sector, including the rules surrounding organizing, union elections, collective bargaining and concerted activity, arbitration, and the regulation of unions. In addition, I developed and taught a simulated collective bargaining course in which students were divided into union and management teams and spent the quarter negotiating a collective bargaining agreement, culminating in mediation with the volunteers from the Federal Mediation and Conciliation Service.

Negotiation

Taught a simulation-based course covering the basic theory and practice of negotiation.

Athletic Leadership

Taught an introduction to workplace regulation and negotiation for the University of Washington College of Education's Intercollegiate Athletic Leadership Program.

PROFESSIONAL EXPERIENCE

Fair Work Center Legal Clinic, Seattle, WA

Founder and Director, 2015-2018

In 2015, founded this worker center-affiliated legal clinic. Between 2015 and 2018, I grew the clinic from a single attorney to a staff of four lawyers and one paralegal. I collaborated with Seattle Office of Labor standards to create an enforcement strategy that leveraged the capacities of government and community to reach the most vulnerable workers. The Clinic recovered millions of dollars in unpaid wages for workers, provided free consultations to hundreds of low wage workers, and provided legal support to policy innovations at the local and state level.

King County, Seattle, WA

Manager 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, I facilitated the negotiation of an unprecedented healthcare benefits agreement during a dramatic economic downturn.

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. Advised the Association in its legislative and policy advocacy.

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.

SELECTED PRESENTATIONS

The (un)Common Law of Police Collective Bargaining, **Cornell Work Law Junior Scholars Workshop**, work in progress presentation, November 2024.

The (un)Common Law of Police Collective Bargaining, **Colloquium of Scholarship on Employment and Labor Law**, work in progress presentation, September 2024

Alt-Legal Services, **Law and Society Annual Meeting**, , work in progress presentation, June 2024

Alt-Legal Services, **AALS Clinical Conference**, work in progress presentation, May 2024.

Movement Lawyering, **Seattle Journal for Social Justice 2024 Symposium**, Moderator, March 2024

Alt-Legal Services, **Colloquium of Scholarship on Employment and Labor Law**, October 2023

Centering Struggle: Creating Strategies to Meet Students Where They Are, **AALS Clinical Conference 2022**, May 10, 2022

Accountability and Unions: Challenging Police Unions in the Fight for Racial Justice, **Lawyers Committee for Civil Rights Convening**, presenter, May 6, 2022

Clinical Law Review, Writers Workshop, October 8, 2022 (Presenting work-in-progress, *Worker Center Affiliated Law Firms*)

History of Police Unionization in the United States, **Lawyers Committee for Civil Rights Convening, Towards Accountability: Challenging Police Unions in the Fight for Racial Justice**, May 6, 2022, presenter.

Centering Struggle: Creating Strategies to Meet Students Where They Are, **AALS Clinical Conference**, May 10, 2022, presenter.

Conference on Arbitration, **Arbitration Institute**, October 15, 2021, faculty.

Wage Recovery Funds, **Clinical Law Review Writers Conference**, October 2, 2021, presenting work in progress.

Addressing Workplace Equity, **Professional and Technical Engineers Union**, July 16, 2021, presenter.

Unions and Law Enforcement, **United States Commission on Civil Rights**, May 16, 2021, presenter.

Independent Contractor Transparency Rules, **Seattle City Council**, April 4, 2021, presenter.

AALS NW Clinical Conference November 5 -8, 2020, chair and moderator.

National Labor Relations Act, **Columbia Legal Services**, September 4, 2020, trainer.

Law School/Non-Profit Partnerships, Promise and Pitfalls, **American Association of Law Schools Conference on Clinical Legal Education**, May 2017, presenter.

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

Smells Like Team Spirit: How to Leverage Clinical, Library, Legal Writing and Externship Resources into a Comprehensive Skills Program, **American Association of Law Schools Conference on Clinical Legal Education**, May 2015.

Maintaining and Enforcing Employment Standards: Is This the Best Approach to Addressing Income Inequality?, **University of Washington, Evans School of Public Policy, Labor Discussion Group Wage Theft Panel**, February 20, 2014, presenter.

COMMUNITY LEADERSHIP AND PROFESSIONAL ASSOCIATIONS

Washington Public Employment Relations Commission

Commissioner, 2022-present

- Appointed by the Governor and confirmed by the State Senate to serve on this three-member board charged with establishing and enforcing the rules governing public sector collective bargaining.

Seattle Labor Standards Advisory Commission

Commissioner and Chair, 2018-present

- Appointed by the Mayor to provide advice and recommendations on City labor standards.

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.