



REBEKAH J. SMITH, ESQ.

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EDUCATION

University of Maine School of Law, Portland, Maine. J.D., May 1998.
Magna cum laude. Class rank: 3/89. G.P.A.: 3.46. Dean's List all semesters. Maine Law Review, Articles Editor. Legal Writing Instructor.
Bowdoin College, Brunswick, Maine. B.A. in Economics and Government, May 1993.
Cum laude. Dean's List.

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Graduation awards: Law Alumni Association Award for Outstanding Contribution to School, Student Bar Association Award for Distinguished Service, Legal Writing Award, Performance in Evidence Award.
Bowdoin College, Brunswick, Maine. B.A. in Economics and Government, May 1993.
Cum laude. Dean's List.

SELECTED EXPERIENCE

Rebekah Smith, Esq., Seven Tree Solutions, LLC, Union, Maine, May 2005-present
Alternate Chair, Maine Labor Relations Board. Legislative appointment following Gubernatorial nomination to serve as alternative chair presiding over prohibited practice cases. 2022-present.
Arbitrator. Preside over arbitrations in labor and management disputes via direct appointment, AAA Labor Arbitration Panel, Federal Mediation and Conciliation Services Labor Arbitration Roster, Labor Relations Connection Labor Arbitration Roster, Commonwealth of Massachusetts Alliance Labor Arbitration Roster (including AFSCME Council 93, SEIU Local 509, NAGE/SEIU, and MOSES), State of Maine and Maine Service Employees Union/AFSCME Local 1989 Labor Arbitration Roster, New York State Education Department 3020-a Teacher Tenure Panel. 2016-present.
Neutral Member, Maine Labor Relations Board Panel of Fact Finders. Serve as neutral chair on fact finding panels providing recommended CBA terms to parties. 2018-present.
Alternate Chair, Maine Board of Arbitration and Conciliation. Chaired arbitration panels and issued decisions in grievance disputes and fact findings. 2009-2017.
Mediator, State of Maine and Maine Service Employees Association Panel. Mediate grievances between the State of Maine and the Maine Service Employees Association. 2023-present.
Mediator, Maine Labor Relations Board Panel. Mediate collective bargaining agreement negotiations between management and labor. 2021-present.
Mediator. Conduct mediations for Maine Human Rights Commission, Maine Department of Education, and private parties, primarily in labor and employment matters. Received grant in 2012 to assist Maine Human Rights Commission in developing a mediation program and conducted pilot mediations for one year prior to the implementation of a full roster of mediators. 2006-present.
Administrative Hearing Officer. Preside over administrative hearings and issue decisions or recommended decisions for a wide variety of state agencies including the Maine Public Employees Retirement System, the licensing and affiliated boards of the Maine Department of Professional and Financial Regulation, the Maine Department of Education, the Maine Department of Public Safety, the Maine State Police, the Maine Criminal Justice Academy, the Maine State Housing Authority, and the Maine Gambling Control Board. 2005 – present.
Independent Investigator. Conduct independent investigations for educational, governmental, non-profit, and commercial organizations into a wide range of misconduct allegations, including discrimination and sexual misconduct. 2013-present.

United States Court of Appeals for the First Circuit, Portland, Maine

Law Clerk for Senior Judge Frank M. Coffin. Analyzed appellate briefs, led case discussions, attended oral arguments, prepared draft opinions, edited others' draft opinions, and participated in Judge's public interest projects. August 1999-August 2000; September 2002-September 2003.

Maine Equal Justice Partners, Augusta, Maine

Skadden Fellow. Selected as one of twenty-seven two-year Fellows in the country that year, the first from the University of Maine School of Law. Analyzed legal issues and advocated for public policies impacting low-income families. Represented individuals in due process hearings and court. August 2000-August 2002.

Maine Supreme Judicial Court, Augusta, Maine

Law Clerk for Chief Justice Daniel E. Wathen. Analyzed appellate issues in written memoranda, attended oral arguments, prepared draft opinions, and assisted with speech and writing projects. August 1998-August 1999.

ISSUES EXPERIENCE

Arbitrability, bargaining unit work, benefits (holidays, insurance, leave, vacation), bumping, conduct, demotion, discipline, discharge, discrimination, drug/alcohol offenses, health/hospitalization, hiring practices, holiday pay, holidays, incentive pay, insurance, job classification and rates, job performance, job posting/bidding, layoffs, leave, management rights, merit pay, national origin, overtime, past practices, pension and welfare plans, promotion, race, recall, religion, safety/healthy conditions, seniority, sexual harassment, subcontracting/contracting out, wages (cost of living pay, holiday pay, incentive pay, longevity, job classification and rates, overtime pay, severance pay, vacation pay), work assignments, work clothing, work hours, work orders, work schedules, working conditions.

INDUSTRY EXPERIENCE

Agriculture, chemicals, construction, corrections, education, electrical equipment/appliances, emergency medical services, government agency, health care, health insurance, hospital/nursing home, hotels/motels/casinos/resorts, human services, manufacturing, nuclear energy, office workers/clerical, organizations, pharmaceuticals, plumbing, police and fire, prison guard, public housing, public sector grievance, public sector interest, public works, real estate, restaurants, transportation, utilities, warehousing.

SELECTED RECENT DISPUTE RESOLUTION PRESENTATIONS/TRAININGS

- 2020 to Current: Mentee of Sheila Mayberry, Esq., NAA Member & Former New England Region Co-Chair, and John Alfano, Esq., NAA Member & DEI Trainor
- 2020 to Current: Invitee to NAA New England Chapter Weekly Arbitrator Drop-In
- November 2024 (upcoming): LERA-Maine Annual Conference (Presenter at Red Light/Green Light: How Arbitrators Decide Session)
- November 2024 (upcoming): URI Labor Arbitration Conference: "An Arbitrator's Perspective on Openings and Closing Briefs (Presenter)
- October 2024: The Labor Guild: Social Mediate and Free Speech in the Workspace
- May 2024: NAA: Annual Meeting and Member Education Three-Day Conference
- May 2024: National Association of Hearing Officials: How Due Process Matters to Litigants & Factors Influencing Witness Credibility Assessments
- May 2024: LERA-Maine: Off Duty Misconduct
- January 2024: AAA: Is That Really What the Contract Says? (Presenter)
- November 2023: URI Labor Arbitration Conference (Moderator of Should the 7 Tests of Just Cause be Buried Session)
- April 2023: URI Labor and Employment Law Conference
- January 2023: Center for Appropriate Dispute Resolution in Special Education: Hearing Officer Academy
- November 2022 to June 2023: NAA New England Chapter Salon Participant (multi-month course)
- November 2022: National Association of Hearing Officials: Professional Development Conference
- November 2022: URI Labor Arbitration Conference (Moderator of Due Process Violations Session)
- November 2022: LERA-Maine: Effective Labor Management Committees (Moderator)

October 2022: National Association of Hearing Officials: Ethics: Avoiding Impermissible Ex Parte Contact
 June 2022: LERA-Maine: Recent Legal Decisions in Employment Law and MLRB Update
 May 2022: LERA-Maine: Hiring Practices in the New Economy
 April 2022: FMCS: Arbitrating in the Federal Sector
 March 2022: National Association of Hearing Officials: Professional Development Mini-Conference
 March 2022: LERA-Maine: COVID's Impact on Labor Relations: What's Temporary, What's Here to Stay
 November 2021: ATIXA: Civil Rights Investigator Level Four
 October 2021: Maine Association of Mediators: Dialogue Across Difference in an Era of Polarization
 October 2021: AAA: Impartiality: Do You Know Where Your Biases Are?
 June 2021: Maine State Bar Association: Remote Labor Arbitrations: How Far We've Come and Where Do We Go from Here? (Presenter)
 June 2021: Maine Municipal Association: Mediation in Employment Matters (Presenter)
 March 2021: NAA Videoconferencing Task Force: Ethical Issues for Arbitrators in the Age of Videoconferencing
 March 2021: LERA: The Future of Workplace Dispute Resolution
 March 2021: NAA New England Chapter: Evidentiary Issues
 January 2021: Maine State Bar Association: Remote Proceedings in Mediations & Arbitrations (Presenter)
 November 2020: AAA: Labor Arbitrator II
 October 2020: Federal Mediation and Conciliation Services: Becoming a Labor Arbitrator
 August 2020: Maine State Bar Association ADR Section: How to Effectively Make the Most of Zoom Mediation (Presenter)
 June 2020: AAA: Labor Arbitrator I
 May 2020: Maine Association of Mediators: Conducting Remote Videoconference Mediation (Presenter)
 May 2020: Court Alternative Dispute Resolution Services: What Are They Thinking? Neuroscience, Cognitive Bias and the Use of Questions and Reflections in Mediation
 April 2020: Maine Association of Mediators: Private Mediation Agreements & Insurance Considerations (Presenter)
 September 2019: LERA-Maine: Independent Investigations and Recognizing Unconscious Bias
 November 2018: Maine Association of Mediators: ADR Marketing (Panelist)
 March 2018: LERA-Maine: Ask the Arbitrator (Presenter)

SELECTED RECENT PUBLICATIONS

Beyond the Law: Rebekah Smith. Maine Bar Journal (Fall 2024).
George Mitchell, Esq., Interview by Sheila Mayberry, Esq. NAA Chronicle (forthcoming edition).
Maine Labor Relations Board Confirmation of Neutral Chairs. NAA Chronicle (forthcoming edition).
A Review of Just Cause Presentation at URI Labor Arbitration Conference. NAA Chronicle (Spring 2024).
ADR in Maine: A Legacy of Female Leadership. Maine Bar Journal (2021).
If You Want to Revive Civility, Choose Mediation over Litigation. Co-authored with Peter Schroeter, Esq. Maine Town and City (2019).
Mediation Practice Tips. Maine Lawyers Review (2018).

SELECTED LEGAL COMMUNITY INVOLVEMENT

LERA-Maine. President, Board of Directors. 2021-2023. Member, Board of Directors, 2019-present.
Dispute Resolution Affinity Group. Founder and convenor of dispute resolutions organizations in Maine for quarterly discussion of joint initiatives to advance forms of dispute resolution including arbitration. 2018-present.
Maine State Bar Association. Member. 2015-present. **ADR Section.** Vice-Chair 2023-present.
Maine Association of Mediators. President, Board of Trustees, 2018 - 2020. Vice President, Board of Trustees 2020-2021. Ombudsman, 2021-present.
National LERA. Member.
Boston LERA. Member.
National Association of Hearing Officers. Member.