

**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. Dean's List. 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.

**SELECTED EXPERIENCE**

**Rebekah Smith, Esq., Seven Tree Solutions, LLC**, Union, Maine, May 2005 – present

*Arbitrator*. Preside over arbitrations for 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 Association/SEIU Local 1989 Labor Arbitration Roster, State of Maine and Maine Service Employees Association/SEIU Local 1989 Reclassification Appeal Panel, New York State Education Department and United Federation of Teachers 3020-a Teacher Discipline Panel, New York City Education Department and United Federation of Teachers 3020-a Teacher Discipline Panel, National Mediation Board, New Hampshire Public Employee Labor Relations Board, and Montgomery County, Maryland, Disability Arbitration Board. 2016 - present.

*Alternate Chair, Maine Labor Relations Board*. Legislative appointment following Gubernatorial nomination to serve as alternative chair presiding over prohibited practice cases and other Board matters. 2022 – 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*. Conducted 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*. Presided over administrative hearings and issued 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 in August 2000, 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, other), 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**

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

**SELECTED RECENT DISPUTE RESOLUTION PRESENTATIONS/TRAININGS**

2020 to Current: Mentee of Sheila Mayberry, Esq., NAA Member (Former New England Region Chair) & Sherrie Rose Talmadge, NAA Member (Current New England Region Chair)

October 2025: URI Labor Arbitration Conference: Red Light Green Light (Presenter) (upcoming)

September 2025: NARR Annual Conference

June 2025: IBEW BMT Conference: Arbitrator Panel (Co-Presenter)

May 2025: LERA-Maine: Current Trends in Collective Bargaining (Moderator)

March 2025: The Labor Guild: Mock Arbitration (Co-Presenter)

November 2024: LERA-Maine Annual Conference: Red Light/Green Light - How Arbitrators Decide (Presenter)

November 2024: URI Labor Arbitration Conference: An Arbitrator's Perspective on Openings and Closing Briefs (Presenter)

October 2024: The Labor Guild: Social Media 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

May 2024: National Academy of Arbitrators Annual Three-Day Conference

January 2024: AAA: Is That Really What the Contract Says? (Presenter)

November 2023: URI Labor Arbitration Conference: Should the 7 Tests of Just Cause be Buried (Moderator)

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: New England Region Salon Led by NAA members (Participant in multi-month course)

November 2022: National Association of Hearing Officials: Professional Development Conference

November 2022: URI Labor Arbitration Conference: Due Process Violations (Moderator)

November 2022: LERA-Maine: Effective Labor Management Committees (Moderator)

October 2022: National Association of Hearing Officials: Ethics: Avoiding Impermissible Ex Parte Contact

September 2022: Maine Department of Education: Special Education Law Professional Learning

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: American Arbitration Association: 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: National Association of Arbitrators Videoconferencing Task Force: Ethical Issues for Arbitrators in the Age of Videoconferencing  
 March 2021: LERA: The Future of Workplace Dispute Resolution  
 March 2021: National Association of Arbitrators, 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: Better Understanding How to Prepare and Participate in a Virtual 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: Mediation Agreements & Insurance Considerations (Presenter)  
 September 2019: LERA – Maine: Independent Investigations and Recognizing Unconscious Bias  
 March 2018: LERA – Maine: Ask the Arbitrator (Presenter)

### SELECTED RECENT PUBLICATIONS

*George Mitchell, Esq., Interview by Sheila Mayberry, Esq.* NAA Chronicle (Spring 2025).  
*Maine Labor Relations Board Confirmation of Neutral Chairs.* NAA Chronicle (Spring 2025).  
*Beyond the Law: Rebekah Smith.* Authored by Dan Murphy, Esq. Maine Bar Journal (Fall 2024).  
*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 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.  
**Maine State Bar Association.** Member. Vice Chair ADR Section.  
**American Bar Association.** Member. Labor and Employment Section Member.  
**National Association of Hearing Officers.** Former Member.