

# 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.

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**ADMISSION**

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)

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**EDUCATION**  
05/2005

**American University – Washington College of Law** Washington, DC  
Juris Doctorate.

Awards/Honors: Legal Rhetoric - Appellate Brief, *Highest Grade*; Emalee C. Godsey Scholarship, *Scholarship Recipient 2004*; National South Asian Bar Association, *Outstanding Law Student Award 2004*.

Activities: American University Business Law Brief, *Junior Editor*; AFL-CIO LCC Minority Outreach Program, *Participant (2003, 2004)*; South Asian Law Students' Association, *President (2003, 2004)*.

05/2000

**The University of Texas at Austin** Austin, TX  
Bachelor of Business Administration. Major: Management Information Systems.

Activities: Minority Information Center, *Director of Asian American Affairs (1998-2000)*; South Asian Students Association, *Conference Co-Chair (1999-2000)*.

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**PUBLICATIONS/  
SPEAKING  
ENGAGEMENTS**

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 *Noel Canning* Aftermath”)

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**PROFESSIONAL  
AFFILIATIONS**

- **South Asian Bar Association North America (SABA)**, *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)*.
  - **American Bar Association Labor & Employment Section**, *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)*.
  - **California State Bar**, Labor & Employment Section, *Member (2006-present)*.
  - **Texas State Bar**, Labor & Employment Section, *Member (2016-present)*.
  - **Junior League of Austin**, *Member (2017-present)*.
  - **South Asian Bar Association of Austin (SABAA)**, *Member (2017-present)*.
  - **South Asian Bar Association of Northern California (SABA-NC)**, *Board Member (2006-2008), Life Member (2006-present)*.
  - **AFL-CIO Lawyers Coordinating Committee**, *Member (2005-2017)*.
  - **SABA Foundation**, *President (2009), President-Elect (2008), Secretary (2007), Trustee (2007-2009)*.
  - **SABA-NC Foundation**, *Board Member (2006-2008), President (2007-2008)*.
  - **SABA-District of Columbia Foundation**, *Vice President (2003-2005)*.
  - **Junior League of San Francisco**, *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)*.
  - **City & County of San Francisco**, *Geary Corridor Bus Rapid Transit Citizens Advisory Committee Member (2010-2016)*.
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