

PAMELA J. GORDON

Columbus City Attorney's Office, Columbus, Ohio

Managing Attorney – Chief, Labor and Employment Section, Feb. 2007 to present
Principal Attorney, Labor and Employment Section, Sept. 2000 to Feb. 2007

The Labor and Employment Section handles all of the City's labor and employment- related litigation and renders legal advice on labor and employment matters involving the City's approximately 8,400 employees and issues related to the City's six collective bargaining agreements. On a daily basis, the section fields questions on various employment laws such as the Family and Medical Leave Act, Fair Labor Standards Act, Americans with Disabilities Act, Age Discrimination in Employment Act, Title VII, and Ohio Civil Rights Act. The section handles cases in various forums, including arbitration, federal and state court (at both the trial and appellate levels), the U.S. Department of Labor, the U.S. Equal Employment Opportunity Commission, the Ohio Civil Rights Commission, the State Employment Relations Board, the Industrial Commission of Ohio, the Ohio Bureau of Workers' Compensation, the Unemployment Compensation Review Commission, and the Columbus Civil Service Commission. As Principal Attorney and Chief, responsibilities include handling complex employment related litigation, including constitutional challenges brought pursuant to 42 U.S.C. § 1983, from discovery through motions practice, trial and appeal; negotiating settlements when in the best interest of the City, providing advice to various City department directors, human resources professionals and elected officials; reviewing proposed policies and procedures to determine any labor or employment issues; developing strategies to prevent litigation; and assisting with training City human resources professionals. As Chief, supervise a staff of between four and five attorneys.

Bank One Corporation, Columbus, Ohio

Assistant Vice President, Employee Relations, Sept. 1999 to Sept. 2000
Employee Relations Manager, Dec. 1997 to Sept. 1999
Senior Employee Relations Consultant, Nov. 1997 to Dec. 1997

National Employee Relations was organized to support all of the Bank's lines of business within an assigned geographic region. Responsibilities included: analyzing risk of employment decisions and presenting options to minimize, avoid or negate risk; developing and interpreting policy; workplace crisis intervention; monitoring compliance with employment laws and regulations; legal review of responses to agency charges of discrimination, harassment, etc. on a national basis.

Office of the Ohio Attorney General, Columbus, Ohio

Assistant Section Chief, Employment Law Section, Oct. 1994 to Nov. 1997
Assistant Attorney General, Employment Law Section, Dec. 1991 to Oct. 1994

The Employment Law Section defends state agencies and state officials in all litigation involving employment-related matters brought before state and federal courts and administrative bodies. Responsibilities included all phases of litigation; advising state agencies and officials on legal developments, personnel matters and litigation prevention; oversight of the day to day operations of the Section; supervision and coordination of the work of staff attorneys.

From January 1995 to March of 1995 served as the Acting Chief of the Employment Law Section. Duties included administrative and managerial responsibility for thirteen (13) staff attorneys.

Ohio Department of Administrative Services, Columbus, Ohio

Deputy Director Division of Personnel, Nov. 1988 to Jan. 1991

Legal Counsel to Division of Personnel, Aug. 1988 to Nov. 1988

Administered the State of Ohio's centralized personnel system which included both unionized and nonunionized employees. The division, with an annual operating budget of \$6 million, coordinated and regulated the human resources function for all state agencies. Responsibilities included statewide policy analysis; monitoring compliance with collective bargaining agreements, civil service laws and state and federal law; implementing management strategies for litigation prevention; recommending department's position on pending litigation and coordinated litigation strategy with the Office of the Attorney General; acting as liaison and advisor to state agencies, cabinet level directors and the Office of the Governor on policies, programs and legal requirements; representing the Director on boards and commissions; recommending the department's position on proposed legislation.

As Legal Counsel, served as in-house counsel to the Division of Personnel.

Ohio Department of Liquor Control, Columbus, Ohio

Human Resources Administrator and Chief, Personnel Division, July 1986 to Aug. 1988

Directed the human resources operation for an agency employing over 2,000 unionized and nonunionized employees. Responsible for the direction, guidance and organization of labor relations, training, personnel, payroll, EEO and employee benefits.

OTHER EXPERIENCE AND EDUCATION

Assistant Public Defender, Ohio Public Defender Commission. Volunteer mediator, Franklin County Municipal Court Small Claims Division and during settlement week for the United States District Court. Member, Board of Trustees - Court Appointed Special Advocates of Franklin County.

The Ohio State University College of Law

Juris Doctor received May 1985. Admitted to practice in Ohio November 1985.

The Ohio State University

B.S. with distinction (top 15% of class) earned June 1982 in Home Economics, area of specialization: Consumer Services.