

## **Reforming Policing Through Labor Relations Reform**

**Berkeley Law Webinar, January 29, 2021**

### **Speaker Biographies:**

#### **Will Atchison**

Mr. Atchison is the founder and executive director of LRIS. He is a Portland, Oregon attorney who has, over the course of his career, represented over 100 law enforcement and firefighter labor organizations in five western states. He is a veteran of hundreds of public sector labor negotiations. He received his Doctor of Jurisprudence from Georgetown University Law Center in Washington, D.C. and is the author of several books on public sector labor matters, including *The Rights of Law Enforcement Officers* (7th Edition) and *The Rights of Firefighters* (4th Edition).

#### **Jeanne Charles**

Jeanne Charles resides in Florida with a multi-state ADR practice in the Fort Lauderdale and Chicago areas involving workplace disputes. She earned her Juris Doctorate (J.D.) degree from DePaul University College of Law in Chicago. She serves as a labor arbitrator on various private and public sector panels which include education, public safety, transportation and professional sports. In addition to serving on the Board of Governors of the National Academy of Arbitrators, she is chair of the NAA Videoconference Task Force and a member of the Academy's Executive Committee. Jeanne also is on the faculty of the Pennsylvania State University's School of Labor and Employment Relations. Prior to becoming an arbitrator, Jeanne practiced as staff counsel for a federal sector labor union in Chicago and in private practice.

#### **Erwin Chemerinsky**

Erwin Chemerinsky became the 13th Dean of Berkeley Law on July 1, 2017, when he joined the faculty as the Jesse H. Choper Distinguished Professor of Law. Prior to assuming this position, from 2008-2017, he was the founding Dean and Distinguished Professor of Law, and Raymond Pryke Professor of First Amendment Law, at University of California, Irvine School of Law, with a joint appointment in Political Science. Before that he was the Alston and Bird Professor of Law and Political Science at Duke University from 2004-2008, and from 1983-2004 was a professor at the University of Southern California Law School, including as the Sydney M. Irmas Professor of Public Interest Law, Legal Ethics, and Political Science. He also has taught at DePaul College of Law and UCLA Law School.

### **Ronald L. Davis**

Ronald L. Davis was appointed by United States Attorney General Eric Holder in November 2013 as the Director of the Office of Community Oriented Policing Services (COPS Office) of the United States Department of Justice (DOJ). The COPS Office is responsible for advancing community policing nationwide and supporting the community policing activities of state, local, and tribal law enforcement agencies. In December 2014, President Obama appointed Ronald to serve as the Executive Director of the newly created President's Task Force on 21st Century Policing. Prior to serving as COPS Director, Ronald had a distinguished career in law enforcement serving 8 years as Chief of Police of East Palo Alto (CA) and 20 years with the Oakland (CA) Police Department.

### **Catherine Fisk**

Catherine Fisk is the Barbara Nachtrieb Armstrong Professor of Law at the University of California, Berkeley. She teaches courses on labor and employment law, civil procedure, and the legal profession. She is the author of six books and over a hundred articles. Prior to joining the Berkeley faculty, she was a member of the founding faculty of the University of California, Irvine Law School, and the law faculties of Duke University, the University of Southern California, and Loyola Law School of Los Angeles. Before entering academia, she practiced labor law and civil litigation in Washington, D.C. She is a graduate of Princeton University and the University of California, Berkeley.

### **Joseph Grodin**

Professor Joseph Grodin, a native Californian, received his B.A. with honors from UC Berkeley in 1951 and his J.D. cum laude from Yale Law School in 1954. Upon graduation from law school he traveled to England on a Fulbright grant and earned a Ph.D. in labor law and labor relations from the London School of Economics. Professor Grodin practiced law in San Francisco from 1955 to 1971, specializing in labor law and serving pro bono in a variety of civil rights and civil liberties matters. During portions of that period he taught as an adjunct professor at UC Hastings and a visiting professor at the University of Oregon Law School. Active in bar affairs, he served as chairman of the labor law section of the San Francisco Bar Association and as a member of the State Bar Committee on Legal Services.

### **Paul Henderson**

Paul David Henderson is a nationally recognized expert in criminal justice reform, a veteran prosecutor and progressive champion for social justice. The former chief under Kamala Harris, and then Deputy Chief of staff for former Mayor Ed Lee, Paul David Henderson, currently serves as Executive Director of the San Francisco Department of Police Accountability (SFDPA).

Director Henderson is respected as a credible voice in decision-making and champion for progressive change.

### **Thelton Henderson**

Thelton Eugene Henderson graduated from Berkeley Law in 1962—where he was one of just 2 black students in his class—and was the first black attorney in the Civil Rights Division of the U.S. Department of Justice. In the Deep South, he protected voter rights alongside everyday citizens and visionaries like Dr. Martin Luther King, Jr. In 1980, President Jimmy Carter appointed him to the federal bench, where he has championed transformative justice for nearly four decades.

### **Jon V. Holtzman**

Jonathan V. Holtzman is a founding partner of Renne Public Law Group®. His practice focuses on assisting government agencies to maintain and expand public services through strategic consulting, negotiations, fact finding, arbitration and litigation. He specializes in addressing long-term structural issues relating to pensions, health benefits, retirement health benefits, police reform, civil service reform, and other means of attaining greater managerial discretion and effectiveness through collective bargaining and reorganization. He is the author of Rutter Group's California Practice Guide: Public Sector Employment Litigation Guide, the leading treatise on public sector employment issues. Jon is a veteran of innumerable negotiations with police unions over wages, hours and departmental policies, including numerous police reform initiatives. He recently served as Special Counsel to the Fresno Commission on Police Reform, which produced 73 discrete recommendations that were adopted nearly unanimously by the 40-member commission. Jon is a graduate of Stanford Law School and clerked for Justice Otto Kaus of the California Supreme Court.

### **Christy E. Lopez**

Christy E. Lopez joined Georgetown Law faculty as a Distinguished Visitor from Practice in 2017, and was made Professor from Practice in 2020. From 2010 to 2017, Professor Lopez served as a Deputy Chief in the Special Litigation Section of the Civil Rights Division at the U.S. Department of Justice. Professor Lopez led the Division's group conducting pattern-or-practice investigations of police departments and other law enforcement agencies, including litigating and negotiating settlement agreements to resolve investigative findings. Professor Lopez also helped coordinate the Department's broader efforts to ensure constitutional policing. Professor Lopez directly led the team that investigated the Ferguson Police Department and was a primary drafter of the Ferguson Report and negotiator of the Ferguson consent decree. She also led investigations of many other law enforcement agencies, including the Chicago Police Department, the New Orleans Police Department, the Los Angeles Sheriff's Department, the Newark (New Jersey) Police Department, and the Missoula, Montana investigation.

## **Harry S. Stern**

Harry S. Stern is the firm's managing principal. His practice is focused on civil litigation and criminal defense as well as complex administrative matters. Harry has successfully defended peace officers in a number of high-profile trials. Harry has also represented college and professional athletes, candidates for elected office and other prominent people in civil and criminal actions in both federal and state court. He regularly represents peace officers in internal investigations, administrative hearings, coroner's inquests, grand jury proceedings and related court actions. Harry teaches classes and seminars on a broad range of topics related to police legal issues. He is often interviewed on television, the radio and in print media regarding his cases and about law enforcement matters. Prior to becoming an attorney, Harry was a police officer with the City of Berkeley and was a member of the Berkeley Police Association's Board of Directors. Harry graduated from the University of California at Berkeley with a degree in English Literature. He earned his law degree from the University of San Francisco while working full-time as a police officer. He also attended Chicago's Loyola University School of Law as a visiting student, where he earned two academic achievement awards and worked at the Cook County State's Attorney's Office in the criminal appeals division. He has also served on the University of California's Civilian Police Review Board.

## **Nancy Skinner**

Elected in November 2016, state Sen. Nancy Skinner represents California's 9th Senate District, which includes the cities of Alameda, Albany, Berkeley, El Cerrito, Emeryville, El Sobrante, Hercules, Kensington, Oakland, Piedmont, Pinole, Richmond, Rodeo, San Leandro, and San Pablo. A social justice advocate, energy and climate change trailblazer, and accomplished legislator, Skinner completed three terms in the state Assembly. In the Assembly, she served as chair of three key committees: Budget, Rules, and Natural Resources. As Budget chair, she oversaw the largest funding boost to childcare and preschool in over a decade; an increase in state support for our CSU and UC systems; a reduction in the number of juveniles incarcerated in state facilities by half; and the creation of a new dedicated fund to reduce prison recidivism.

## **Anand Subramanian**

Anand Subramanian, Managing Director, leads PolicyLink efforts to advance community safety and justice through campaigns and programs that shift the paradigm away from surveillance and punishment toward healing and community investment. Anand also co-directs PolicyLink Legal and oversees work to dismantle fines and fees and on arts, culture, and equitable development. He served as the executive director of the San Francisco Blue Ribbon Panel on Transparency, Accountability, and Fairness in Law Enforcement and led strategic communications for PolicyLink work in California, including for the Alliance for Boys and Men of Color. Prior to joining PolicyLink, Anand worked at the Insight Center for Community Economic

Development, the Law School Consortium Project, and as an associate attorney at Sheppard, Mullin, Richter, and Hampton after earning his JD from Northwestern University School of Law.

### **Barry Winograd**

Barry Winograd has maintained a full-time dispute resolution practice since 1988 as an arbitrator and mediator of labor and employment cases, as well as business and other civil disputes. From 2019-20, he was president of the National Academy of Arbitrators. In addition to Mr. Winograd's regular practice, he has been a lecturer at Berkeley Law since 1985, teaching courses on labor law, arbitration, and mediation. He also has taught on the adjunct law school faculty at the University of Michigan, and has written a number of articles in professional journals in the labor and employment field. Previously, Mr. Winograd was an administrative law judge for the California Public Employment Relations Board and an attorney for the United Farm Workers of America. Mr. Winograd is listed on dispute resolution rosters of neutral provider organizations and federal and state courts, and also serves as a permanent arbitrator on panels established by labor-management collective bargaining agreements. He received his B.A. from the University of California, Santa Barbara, and his J.D. and LL.M. from Berkeley Law.

### **Ronald Yank**

Ron Yank is an experienced law enforcement and firefighter union attorney who has negotiated roughly one hundred memoranda of understanding (MOU's) in his career, mostly for his law enforcement union clients. After Ron had been retired for three years, Governor Jerry Brown asked Ron to switch sides of the table and be the State of California's chief negotiator in dealing with the State unions. Ron did so, as Director of the Department of Personnel Administration.