

September 13- Personnel

STRATEGICALLY SPEAKING: Negotiation Tips for better bargaining at the table

SPEAKERS:

Steven Schuback is a partner with the labor and employment firm, Peck Rubanoff & Hatfield.

Steven has worked with well over 100 employers and labor associations of varying sizes as a chief negotiator and labor relations attorney for collective bargaining and labor relations, giving him a unique and experienced understanding of both the Union and Management perspectives. He has handled countless labor relations cases including complex terminations, contract interpretations, disciplinary proceedings at all levels including investigations, grievances and arbitrations.

Steven is passionate about representing clients and seeking productive and efficient labor relationships. He is very experienced and skilled to handle all levels of collective bargaining including developing successful negotiation strategies tailored to each situation, drafting contract language and bargaining proposals, and well-informed on recent case law and trends in collective bargaining. He provides continual training to clients and government agencies based on a comprehensive view of collective bargaining, labor relations and employment law matters. Steven also counsels employers in a broad spectrum of HR and legal matters including employee discipline, medical leave obligations, the Affordable Care Act, return to work/fit for duty situations, and wage and hour matters.

Work Experience:

Peck Rubanoff & Hatfield PC, Lake Oswego, Oregon. Joined the firm in 2014.

Management labor attorney with focus on public sector labor relations and collective bargaining.

Local Government Personnel Institute, Salem, Oregon. 2010-2014

Management labor attorney representing Cities, Counties and Districts in Oregon and Washington for collective bargaining and labor relations.

Schuback Law LLC, Private Practice, Wilsonville Oregon, 2007-2010

Retained labor attorney for an individual government employee association with 260 members. General Practice focused on labor law.

GGFM, PC – Attorney Shareholder, Portland Oregon 2002-2007

Labor attorney exclusively representing individual police, fire and 911 unions in Oregon and Washington.

Multnomah County Deputy District Attorney, Portland, Oregon. 1995-2002

Bar Admissions:

Oregon, 1995

Washington, 2005

Education:

Lewis and Clark Law School, 1995

Lewis and Clark College, Bachelor of Science in Economics

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Roberta "Robin" Cross currently works as the Township Attorney for The Woodlands Township, Texas. She has over eighteen years' experience working for local governments and was recognized as an IMLA Fellow in 2013. She has also worked as in-house counsel for a police labor union and for the EEOC, as a trial attorney. She is licensed to practice in Texas and admitted all of its federal courts, the Fifth Circuit Court of Appeals and the U.S. Supreme Court. She has been Board-certified in Labor and Employment Law since 1992 by the Texas Board of Legal Specialization. She was appointed as Vice-President of IMLA's Personnel Section in the fall of 2015. She enjoys employment law, among other things, because "you can't make this stuff up."