

# Carson Flora

Attorney

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Carson Rae Flora

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## Summary

Seasoned litigation attorney with nearly 20 years experience in all aspects of labor and employment law in Washington state.

Patient communicator with a proven ability to resolve complex disputes.

Committed to increasing workplace equity, including through workplace investigations, policy development, and training.

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## Experience

### **SEIU Healthcare 1199NW / General Counsel**

November 2016 - Present, Kent, WA

- Supervise two attorneys and a legal assistant to provide all legal services to a healthcare union with over 30,000 members;
- Advise union leadership regarding personnel matters;
- Advise union staff on negotiating contracts and settlement agreements with employers;
- Manage outside counsel relationships;
- Ensure union-wide compliance with city, state and federal laws in collaboration with staff and other department heads;
- Serve as counsel for the union in court litigation, National Labor Relations Board (NLRB) and Public Employees Relations Commission (PERC) trials, private arbitrations, and mediations;
- Prepare and review legal documents, including letters, memos, and briefs for a variety of audiences.

### **Schwerin Campbell Barnard Iglitzin & Lavitt, LLP / Partner**

April 2006 - October 2016, Seattle, WA

- Litigated federal and state court cases on behalf of labor unions, including breach of contract, wage and hour violations, employment discrimination, and civil rights;
- Provided union clients with counseling, strategic advice, and legal analysis on a variety of issues including bargaining, personnel issues, federal regulatory compliance, legislative advice, and other organizational matters;

- Litigated in administrative hearings before governmental agencies such as the NLRB and PERC;
- Represented clients in arbitration, mediation, negotiation and other dispute resolution processes;
- Conducted workplace investigations of claims regarding discrimination;
- Co-lead counsel for IAM District 751 in 2011 National Labor Relations Board action against the Boeing Company which resulted in an agreement to site the 737 Max in Renton.

### **Northwest Federation of Community Organizations / Policy Director**

September 1998 - August 2002, Seattle, WA

- Researched and published reports on public benefit programs and economic security issues;
- Monitored state agency rulemaking and local office implementation of benefit programs;
- Successfully lobbied the state legislature to establish a state housing trust fund in Montana.

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## **Education**

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### **University of Washington School of Law / Juris Doctor**

2005, Seattle, WA

- Mary Ellen Krug Labor and Employment Scholarship Winner;
- UW Shidler *Journal of Law, Commerce & Technology* member and author, "Wait, wait! Don't fire that blogger! Federal limits on regulating employee blogs."

### **The Evergreen State College / BA, Liberal Arts**

1996, Olympia, WA

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## **Professional Service**

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Washington State Bar Association (WSBA) Labor and Employment Law Section Executive Committee Member, 2023-present.

Author and presenter for the American Bar Association Labor and Employment Law Section, the WSBA, and the ALF-CIO Union Lawyer's Alliance.

King County Bar Association The Records Project volunteer.

Past Board of Directors member ALF-CIO Lawyers Coordinating Committee (now the Union's Lawyers Alliance).

Carson Flora  
Applicant Statement of Interest  
April 4, 2024

WSBA Labor and Employment Section  
At-Large Union Position

I am currently serving as an interim member of the Executive Board for the WSBA Labor & Employment Law Section and am writing to express my interest in continuing to serve on the Board. I have been practicing union-side labor law for 17 years and continue to be excited by the possibilities in this area of law and passionate about workers' rights. It has been particularly exciting in recent years as governments have been more vigorous in setting labor standards and the Janus decision spurred more new organizing, to say nothing of the changes at the NLRB. There is much to stay on top of in our field.

I would welcome the opportunity to arrange and promote educational opportunities for employment and labor practitioners. As an interim Board member, I have planned a mini-CLE regarding employee agreements and I am also working to help diversify our bar and show younger lawyers interested in civil, immigration or other social justice fields that employment and labor law can provide a meaningful opportunity to make the change they seek. I look forward to more opportunities to increase understanding of our area of law. I appreciate the opportunity to be considered for the position.