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Justin St. James
1828 Crossett Hill Road
Duxbury, VT 05676

Dear Madam or Sir,

I am pleased to submit my application for the open Assistant City Attorney position. My legal background, extensive experience interpreting and applying personnel policies and collective bargaining agreements, and my experience as a chief negotiator at the bargaining table make me a uniquely qualified candidate for this position. I am eager to bring these skills and a willingness to learn new skills to your office.

The entirety of my professional career revolves around the principle concept that I value public service and believe wholeheartedly in well-functioning governments. Working primarily as a chief negotiator of municipal collective bargaining agreements and as a public sector labor attorney with a focus on litigation has provided me foundational skills necessary to succeed in your office. I take pride in providing strong and accurate legal advice in time-sensitive situations with many competing interests vying for attention and consideration.

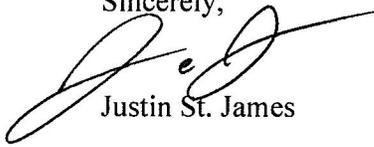
A large portion of my current job duties involve providing direction and counsel to six union representatives, who together represent all classified state employees. In addition to interpreting and explaining nuances of the collective bargaining agreements and their administration, I take pride in fostering professional labor relations between the State of Vermont and these representatives. While labor relations and litigation can often juxtapose management and employees, I seek to maintain a high level of decorum with all involved parties, despite the complexities and uncertainty associated with public sector labor relations in difficult budgetary times.

In addition to my counseling role, I regularly appear at the Vermont Labor Relations Board and have helped several members overturn their wrongful terminations by preparing strong and persuasive arguments that clearly and aggressively forced state agencies to withdraw the terminations. My experience as both a union representative and labor attorney provide me with a unique perspective to understanding contractual and disciplinary issues. These skills would be at home in the City Attorney's office.

In Oregon, the majority of my labor work centered on representing members employed at state agencies, along with city and county governments. The variety of municipal employers that I negotiated and implemented collective bargaining agreements with ranged from small district attorney's offices to larger cities and counties. The varying dynamics, policies, and politics of these separate entities helped me hone my ability to bring disparate groups to mutually advantageous resolutions.

My tireless work ethic, along with my belief in the importance of professional and collaborative labor relations would be an asset to your office. Having clerked in a County Attorney's office, I understand the varied types of questions and tasks required to succeed in those circumstances. I have found success in the Vermont Labor Relations Board, assisted in successful cases at the Vermont Supreme Court, and won a jury trial as a third-year law student in criminal court. I wish to bring my skill set to your office and help provide Burlington with effective and reliable counsel for years to come.

Sincerely,



Justin St. James

RECEIVED

AUG 11 2015

HUMAN RESOURCES

Justin St. James

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EDUCATION

University of Oregon School of Law — Eugene, OR
Juris Doctor, Concentration in Criminal Law, May 2010

- Oregon Bar Number: 116500
- Vermont Bar Number: 5406

Wake Forest University — Winston-Salem, NC
Bachelor of Arts, Politics, May 2007

- Dean's List, 2004-2006

WORK EXPERIENCE

Associate General Counsel- *April 2015- Present*, Staff Attorney-*September 2013-May 2015*
Vermont State Employees' Association—Montpelier, VT

- Carried a heavy litigation caseload reflecting the Union's desire to ensure that the applicable collective bargaining agreements were properly adhered to by all parties.
- Successfully represented grievants at the Vermont Labor Relations Board and prepared appeals for the Vermont Supreme Court.
- Responsible for providing direction and counsel to six union representatives daily on subjects as varied as grievance handling and settlement, potential contract violations, and overall interpretation and application of collective bargaining agreements.
- Interacted on a daily basis with the Department of Human Resources and the Vermont Attorney General's Office to interpret, negotiate, and enforce collective bargaining agreements. Cordial and professional relations were paramount to fulfilling these job duties.

Council Representative, AFSCME Council 75—Salem, OR
January 2012-September 2013

- Chief negotiator of agreements between municipalities and labor unions. Responsible for advocating, and articulating the reasoning behind the goals of local unions and successfully bargaining to achieve those goals.
- Represented grievants at arbitrations and in disciplinary hearings. Ability to respond to arguments and juggle multiple arguments and legal theories required.
- Daily duties involve interpreting contractual agreements between labor unions and municipalities and enforcing these agreements.
- Responsible for extensive steward and leadership development trainings, including helping manage local unions achieve their goals, all while placing an emphasis on strong professional relations with management.

Campaign Manager, John Kroger for Attorney General — Portland, OR
April 2011 – December 2011

- Coordinated a statewide re-election campaign launch that involved fostering relationships with the media and political coalitions across Oregon, while coordinating the development of campaign themes, materials, and new media content.

- Responsible for creating and implementing a fundraising plan that resulted in over \$350k cash-on-hand in a non-election year.
- Developed an increased attention to detail and level of preparation as a result of working for a demanding and dynamic candidate.
- Responsible for managing the day-to-day activities of the candidate, with special emphasis placed upon making difficult decisions and defending those decisions in a straightforward way, even under constant pressure and questioning.

Researcher, Service Employees International Union, Local 503 — Portland, OR

Feb. 2011 – Apr. 2011

- Worked as part of a research team for the "Fight for a Fair Economy" campaign.
- Performed analysis of complex budgetary issues and focused heavily on comparisons of predatory lending practices in Oregon and the United States, which led to Treasurer Wheeler renegotiating a contract with U.S. Bank regarding the Reliacard program.
- Contributed to research that helped persuade the Oregon Legislature to pass HB 2020, which focused on staff-management ratios and focused on closer analyzing of various tax credits and loopholes that cost the State millions in potential revenues.

Campaign Manager, Chuck Riley for State Senate — Hillsboro, OR

Apr. 2011 — Nov. 2011

- Responsible for managing fundraising operations that generated more than \$650,000 in contributions.
- Managed a team of full-time staff, volunteers, interns, and the candidate in the implementation of the campaign field plan; the team knocked on more than 40,000 doors in 12 weeks.
- Designed and implemented day-to-day candidate schedule; developed and implemented a campaign media strategy; assisted candidate in fundraising, community relations and overall campaign strategy.

Law Clerk, Oregon Department of Justice, Criminal Justice Division — Salem OR

Aug. 2009 – Apr. 2010

- Gained hands-on experience with a wide variety of complex criminal prosecutions.
- Assisted attorneys with complex trial preparation including the taking of depositions, creating trial binders, preliminary trial interviews, and conducting research to determine possible charges and prosecution strategies.
- Researched and prepared motions suitable for submission to various courts.

Court-Certified Law Clerk, Belknap County Attorney's Office — Laconia, NH

Dec. 2007-Jan. 2008, May 2009-Aug. 2009

- Responsible for managing a felony and misdemeanor appeals caseload that required detailed legal research, intensive preparation, individual time-management skills and the ability to work well as part of a cohesive group of professionals.

- Drafted, revised, and submitted detailed briefs and motions directly to the court.
- Attended daily hearings and independently developed indictments, opening and closing statements and interrogatories, in addition to successfully trying a misdemeanor appeal in front of a jury. This verdict was upheld by the New Hampshire Supreme Court in State of New Hampshire v. Long, No. 2009-703.

VOLUNTEER

Board Member, Restorative Justice Panel, Montpelier, VT

December 2014-Present

- Meet regularly with offenders to discuss the impact of their offenses, with an emphasis on repairing harm done to victims and the community. A focus of the Board's work is to analyze the underlying causes of the offense and help the offender seek ways to avoid repeating the criminal behavior in the future.