

ROBERT SEBRIS, JR.

Robert Sebris, Jr. is a shareholder with SEBRIS BUSTO JAMES. He has been working in the field of human resource management and law for almost 30 years. Bob serves a wide range of clients on the spectrum of employment law issues. He emphasizes problem prevention counseling to avoid and contain human resource law concerns. He represents management exclusively. Bob is listed in *Who's Who in American Lawyers*, *Best Lawyers in America*, and *Guide to the World's Leading Labour & Employment Lawyers*. He was also identified as a Superlawyer by *Washington Law & Politics* and was included in the *America's Leading Business Lawyers*, as one of the top labor lawyers in the State of Washington. Bob is AV® Peer Review Rated by Lexis-Nexis® Martindale Hubbell®. Martindale Hubbell's AV® Peer Review Rating identifies a lawyer with very high to preeminent legal ability, and is a reflection of the attorney's expertise, experience, integrity and overall professional excellence.

In addition, Bob has co-authored a book (project leader) on strike planning, *Employer's Guide to Strike Planning and Prevention* (Practising Law Institute 1985). He has written several articles and spoken widely on topics regarding human resource law for clients and trade association groups, including serving as a local television commentator on labor and employment law developments. During 1997, Bob testified before the U.S. Senate Labor and Human Resources Committee in Washington, D.C., as an expert witness on the proposed amendments to the National Labor Relations Act.

PRACTICE FOCUS

- Collective Bargaining (Traditional)
- Labor Arbitration
- Unfair Labor Practices
- Union Election Cases
- Wrongful Discharge Matters
- Noncompetition/Trade Secrets
- Collaborative Negotiations
- Strike Avoidance and Management
- Discrimination Claims
- Wage & Hour Matters
- Policies and Handbooks
- Drug Testing Concerns

EDUCATIONAL BACKGROUND

Bob received a degree in Industrial & Labor Relations from Cornell University in New York. He obtained his law degree from the National Law Center at George Washington University in Washington, D.C. Apart from his labor practice, Bob has extensive industrial relations experience as a Labor & Employee Relations Manager in the public sector. He is a member of the Washington State and District of Columbia Bar (inactive) Associations.

PROFESSIONAL & COMMUNITY ACTIVITIES

Bob was 1991-1992 Chair of the Seattle-King County Bar Association Labor and Employment Law Section, and he was 1991 Chair of the Pacific Coast Labor and Employment Law Conference. He has also been active in the ABA Labor Law Section-Committee on Employee Rights and Responsibilities, and the Society for Human Resource Management. Bob

SEBRIS BUSTO JAMES

14205 SE 36th Street • Suite 325 • Bellevue, WA 98006

Telephone: (425) 450-0300 • Fax: (425) 453-9005

www.sebrisbusto.com

was a member of the Bellevue Community College Foundation from 1988 to 1995, serving as President in 1995. Also, Bob was Chair (1996-98) of the University of Washington Law School Certificate Program in Labor and Employment Law.

SEBRIS BUSTO JAMES

14205 SE 36th Street • Suite 325 • Bellevue, WA 98006

Telephone: (425) 450-0300 • Fax: (425) 453-9005

www.sebrisbusto.com