

Experience

U.S. Senate Committee on Health, Education, Labor, and Pensions	Sept. 2015 – Present
Ranking Member Patty Murray	
Senior Labor Counsel	June 2020 – Present
Labor Counsel	May 2016 – May 2020
Labor Fellow	Sept. 2015 – Apr. 2016
<ul style="list-style-type: none">• Managing labor and employment issues for the Committee, including wages and hours, safety and health, paid sick days and paid family and medical leave, equal pay, federal contracting, fair scheduling, international labor and trade, and assisting on issues related to the right to organize and on workplace discrimination/harassment• Advising Ranking Member Murray on developments in labor and employment matters in Congress and in the country generally, including through in-person briefings, memoranda, and brief weekly reports• Providing expertise and advice on labor matters to the ten other Democratic Senators of the Committee• Conducting oversight of the Department of Labor (DOL), including writing oversight letters inquiring into agency actions, e.g., the rescission of guidance on joint employment, and requesting and receiving briefings on agency programs, e.g., the Payroll Audit Independent Determination program• Writing comment letters on behalf of Ranking Member Murray on proposed DOL regulations, e.g., the 2017 Tip Rule, 2019 Overtime Rule, 2019 Joint Employer Rule, and 2020 Independent Contractor Rule• Managing and mentoring labor law clerks, labor interns, and a junior Staff Assistant in their work assisting the Committee's Labor Team on labor and employment matters• Led the push to include paid sick days in legislation responding to COVID-19; wrote two bills regarding paid leave during the pandemic; succeeded in enacting temporary paid leave as part of the Families First Coronavirus Response Act; wrote a comment letter on behalf of Ranking Member Murray and Chairwoman DeLauro objecting to key pieces of DOL's interpretation of the legislative text, which were subsequently overturned by a Federal court on substantially the same reasoning as presented in the Murray-DeLauro letter• Led the Committee's Labor Office in the absence of a Labor Policy Director for half of 2018. During this time, coordinated with advocates to organize a political advocacy campaign against DOL's proposed 2017 Tip Rule, including: submitting a letter to DOL demanding an extension of the public comment period; writing a Senate Democratic Caucus sign-on letter objecting to the Administration's efforts to conceal analysis from the public; co-drafting a bicameral comment letter with the House Education and Labor Committee objecting to the proposed rule; engaging directly with Secretary Acosta's office to resolve the issue by drafting legislative language and negotiating the language; securing the Secretary's commitment to permanently suspend the rulemaking and support compromise legislation amending the Fair Labor Standards Act (FLSA) to prohibit employers from keeping workers' tips, which was enacted into law during a Republican-controlled House, Senate, and White House; and writing a comment letter on DOL's subsequent 2019 proposed Tip Rule interpreting the new legislative language to ensure the correct interpretation• Handling the nominations of senior DOL officials, including Secretary Acosta and Secretary Scalia, Solicitor of Labor O'Scannlain, and Wage and Hour Division Administrator Stanton• Collaborating with the LHHS Appropriations Subcommittee to ensure adequate funding levels for DOL enforcement and grant-making, to exercise oversight of DOL use of funds and prohibit negative DOL actions through report language, and to resist proposed anti-worker appropriations riders• Drafting comprehensive bills on items such wage theft, overtime pay, arbitration, and the fissured workplace• Assisting the Senate Democratic Leader in drafting caucus white papers, e.g., The Senate Democrats' Jobs and Infrastructure Plan for America's Workers, and drafting related legislative text, e.g., wage standards included in the America LEADS (Labor, Economic competitiveness, Alliances, Democracy and Security) Act• Presenting the Senate Parliamentarian with arguments for referring legislation regarding workers' rights to the HELP Committee, including successfully obtaining the referral of legislation regarding federal contracting and workers' rights based on President Obama's Fair Pay and Safe Workplaces Executive Order• Submitting <i>amicus</i> briefs with assistance from outside counsel, such as the <i>amicus</i> brief to the Supreme Court on behalf of Ranking Member Murray, providing legislative intent regarding the FLSA's overtime exemption for automobile service advisors and the proper scope of FLSA exemptions generally	

Harrison Institute for Public Law Policy Clinic Aug. 2014 – May 2015
Policy Analyst – International Labor Rights and Government Procurement Washington, DC

- Developed a strategy to stop federal procurement from funding labor rights violations abroad for the client, the International Corporate Accountability Roundtable (ICAR), and the project partner, the AFL-CIO
- Analyzed the President’s constitutional and statutory authority to create a procurement regime that would prohibit federal agencies from purchasing items produced through labor rights violations abroad
- Researched government procurement laws and regulations to determine how executive agencies could utilize their existing authority to enforce labor standards through federal procurement

U.S. Senate Committee on Commerce, Science, and Transportation Washington, DC
Law Clerk for the General Counsel to Chairman Rockefeller May 2014 – Dec. 2014

- Analyzed proposed legislation to determine policy implications and potential legal issues, such as separation of powers violations and jurisdictional conflicts with other committees
- Wrote letters from Chairman Rockefeller to other Senators regarding nominations, questions of statutory interpretation, and committee jurisdiction
- Conducted an in-depth investigation into the Committee’s jurisdiction over insurance matters and wrote a report to persuade the Senate Parliamentarian to refer bills regarding certain insurance to the Committee

Legal Intern for the Chief Counsel for Oversight and Investigations June 2013 – Aug. 2013

- Assisted with direct investigations into corporate conduct and prepared legal memoranda and briefing binders for oversight hearings
- Conducted research into legal questions related to consumer protection, including concerns regarding cruise ship safety and the marketing of energy drinks to children

International Labor & Trade Law Practicum – Georgetown Law Sept. 2013 – Dec. 2013
Law Student Intern Washington, DC

- Performed legal and policy analysis regarding the intersection of international labor rights and corporate responsibility within the context of international trade for our client, the Global Forum
- Researched international labor and human rights law to develop a legal framework that our client could use to advise businesses of their obligations, including the ILO Conventions, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises
- Examined the evolution of the labor provisions of free trade agreements and evaluated the utility of applying different regimes in different country contexts

U.S. Peace Corps June 2010 – July 2012
Peace Corps Volunteer Ghana

- Co-created a ten-year development program focused on the cashew value-chain in Ghana, with the goal of helping cashew farmers obtain higher prices for their cashews by: training farmers in best practices, organizing farmers into selling associations, assisting entrepreneurs to perform more value-adding activities such as processing, and working with international businesses to negotiate better prices for raw cashews
- Managed the planning and coordination of the projects of twelve volunteers and developed partnerships with development organizations, multinational corporations, and Ghanaian government agencies and officials
- Built a relationship with the software company SAP, assisting with the system launch of prototype cashew-tracking technology that was being developed to certify compliance with labor standards
- Chaired a volunteer Executive Committee responsible for planning the program’s three annual training events, and coordinated with senior Peace Corps staff to develop new volunteer sites for the program

Bar Admission

Admitted to the Maryland State Bar in December 2015 – Current in good standing

Education

Georgetown University Law Center Aug. 2012 – May 2015
J.D. GPA 3.54 (Top Third = 3.56) Washington, DC

Journal: Georgetown Journal of International Law – Articles Editor

Activities: Global Law Scholars – International Labor and Environmental Protections Project Lead

University of Colorado at Boulder

B.A. in Environmental Studies – Society & Policy

Aug. 2005 – May 2009

Boulder, CO