



**MURIEL BOWSER**  
**MAYOR**

May 16, 2024

The Honorable Phil Mendelson  
Chairman  
Council of the District of Columbia  
John A. Wilson Building  
1350 Pennsylvania Avenue, NW, Suite 504  
Washington, DC 20004

Dear Chairman Mendelson:

In accordance with section 2 of the Confirmation Act of 1978, effective March 3, 1979 (D.C. Law 2-142; D.C. Official Code § 1-523.01), and pursuant to section 601 of the District of the Columbia Government Comprehensive Merit Personnel Act of 1978, effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code § 1-606.01), I am pleased to nominate the following individual:

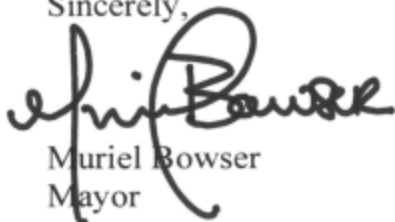
Ms. Wynter Allen  
14th Street, NW  
Washington, DC 20011  
(Ward 4)

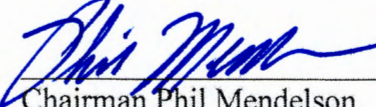
for appointment as a member of the Office of Employee Appeals, filling a vacant seat formerly held by Clarence Labor, for the remainder of an unexpired term to end April 6, 2030.

Enclosed, you will find biographical information detailing the experience of the above-mentioned nominee, together with a proposed resolution to assist the Council during the confirmation process.

I would appreciate the Council's earliest consideration of this nomination for confirmation. Please do not hesitate to contact me, or Steven Walker, Director, Mayor's Office of Talent and Appointments, should the Council require additional information.

Sincerely,

  
Muriel Bowser  
Mayor

  
Chairman Phil Mendelson  
at the request of the Mayor

A PROPOSED RESOLUTION

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

To confirm the appointment of Wynter Allen to the Office of Employee Appeals.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, that this resolution may be cited as the "Office of Employee Appeals Wynter Allen Confirmation Resolution of 2024".

Sec. 2. The Council of the District of Columbia confirms the appointment of:

Ms. Wynter Allen  
14th Street, NW  
Washington, DC 20011  
(Ward 4)

as a member of the Office of Employee Appeals, established by section 601 of the District of Columbia Government Comprehensive Merit Personnel Act of 1978, effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code § 1-606.01), filling a vacant seat formerly held by Clarence Labor, for the remainder of an unexpired term to end April 6, 2030.

Sec. 3. The Council of the District of Columbia shall transmit a copy of this resolution, upon its adoption, to the nominee and to the Office of the Mayor.

Sec. 4. This resolution shall take effect immediately.

SENIOR EMPLOYMENT & LABOR COUNSEL

LABOR RELATIONS EXPERT | EMPLOYEE RELATIONS EXECUTIVE | FIRM & IN-HOUSE LEGAL EXPERIENCE

Strategic advisor and personable leader with **proven success** driving change by introducing structure, compliance, and processes that **enable the efficient resolution** of employment and labor-related matters. An **exceptional communicator** and champion of transparent dialogue who **brings a fresh perspective** and **deep knowledge** to advise, mitigate risk, and drive results for internal and external stakeholders.

Collaboration & Relationship Management  
 Consult, Coach & Advise  
 Culture & Workforce Management  
 Industry Trends & Best Practices  
 Regulatory Compliance  
 Strategy & Policy Development  
 Team Leadership & People Development  
 Union & Non-Union

AREAS OF EXPERTISE

Arbitration & Dispute Resolution	Ethics, Privacy & Compliance	NLRB Rules & Regulations
Collective Bargaining	FMLA & Accommodations	Litigation & Legal Investigations
Contract Review & Negotiations	HR & Compensation Practices	Policy Training & Facilitation
Diversity, Equity & Inclusion	Labor & Employment Law	Wage & Hour Compliance

SELECT CAREER HIGHLIGHTS

- **Accomplished attorney with extensive knowledge and experience gained by representing management, plaintiff, labor, and by operating as a mediator and arbitrator.** Represented federal, private, and public-sector clients in labor, discrimination, harassment, retaliation, accommodation, wage and hour and whistle-blower cases.
- **Built legal function from the ground up, defined roles, and established critical linkages** between cross-functional business leaders, field management, and frontline employees in union and non-union environments.
- **Thoughtfully raised key issues** with various policies and provided practical but necessary advice such as translating employee-facing documentation to avoid invalidation of agreements that could mitigate the risk of multi-million-dollar wage and hour class action suits.
- **Employment law functional lead and qualified adjunct professor** able to mitigate risks, advise HR/business operations, and support growth plans, as well as provide practical learning experiences to upskill various levels of employees.
- **A resourceful, bottom-line-oriented leader** able to drive cost-effective procurement of resources and gain buy-in for creative, alternative solutions that result in win-win outcomes.

SELECT CAREER PROGRESSION

**PRESIDENTIAL APPOINTED PANEL MEMBER** | FEDERAL SERVICE IMPASSES PANEL | WASHINGTON, DC | 2021 – PRESENT  
*Leverage union representation experience to arbitrate 4-5 cases/yr. and resolve impasses between federal agencies and federal employee unions arising from negotiations under the Federal Service Labor-Management Relations Statute.*

- Adjudicate pivotal labor disputes providing unappealable resolutions that impact federal government operations.
- Create opportunities to educate parties on what to expect, how to succeed, and best practices to request assistance.

**VICE PRESIDENT – SENIOR EMPLOYMENT COUNSEL** | MONRO INC., | WASHINGTON, DC | 2021 – 2024  
*First in-house expert supporting 8K FTEs across 1200 sites in 32 states. Implement processes and procedures to improve hiring/terms, performance management, employee experience, and establish speak-up protocols to avoid litigation.*

- Advanced federal and state compliance by revising handbooks, introduced store-level termination appeal process with panel review to mitigate risk.
- Employed advanced communication and conflict resolution tactics to salvage mediation between outside and opposing counsel during a multi-million-dollar wage and hour class action.
- Responded to legal questions, reviewed commercial and employment contracts, and was part of Team overhauling and revising employee compensation plans as well as staff restructuring.



- Led a 2-month improper invoicing investigation involving 80+ employees due to a multi-million-dollar loss. Presented seven recommendations to C-Suite and was chosen to execute and lead the planning and implementation of the recommendations.
- Managed and oversaw outside counsel in various state employment related litigation. Evaluated root causes of employment litigation and developed practices, procedures and trainings to reduce risk as well as outside counsel costs.
- Assessed and executed crucial compliance measures related to employees during acquisitions, divestments, reorganizations and lay-offs.

**PARTNER** | THE ALDEN LAW GROUP, PLLC | WASHINGTON, DC | 2010-2021

*Skilled litigator and advocate dedicated to protecting employees' rights, specializing in federal litigation. Retained as outside counsel to negotiate collective bargaining agreements and to a healthcare facility to perform as HR and counsel.*

- Selected as Special Counsel to bring an almost decade long reasonable accommodation case to resolution. Chosen to author the decision, which was reviewed with minimal edits, and ultimately became law for federal employees.
- Led weekly team meetings to foster a collaborative culture, and trained five associates to handle cases, interact with clients, draft briefs, conduct depositions, and complete discovery requests and responses, motions, and agreements.
- Represented hundreds of federal, private, and public-sector clients in all stages of litigation to resolve discrimination, harassment, contract, disciplinary, and termination-related cases before the EEOC, Merit Systems Protection Board (MSPB), Office of Special Counsel, and the Office of Congressional Workplace Rights.
- Counseled labor unions on bargaining, organizing, unit clarification, negotiations, arbitrations, grievances, training, policies and procedures, disciplinary actions, and labor issues.

**STAFF ATTORNEY, OFFICE OF GENERAL COUNSEL** | INTERNATIONAL BROTHERHOOD OF TEAMSTERS | WASHINGTON, DC | 2006-2010

*Expert on issues and concerns of 21 Teamster divisions. Advised national union organizing campaigns, and represented Teamsters before the EEOC, the NLRB, and during collective bargaining agreement negotiations.*

- Led change management to drive the adoption of a compliance mindset. Trained 500+ union employees in HQ and California and attended various member conferences to increase awareness of site-specific labor laws.
- Guided HR to establish practices that structured investigation protocols, drove timely responses to workplace complaints, and ensured adherence to federal and state laws.
- Designed and developed programs and policies that promoted diversity and inclusion and delivered presentations on the Immigration Reform and Control Act and the Pension Protection Act of 2006.

#### ADDITIONAL EXPERIENCES

<b>ADJUNCT PROFESSOR</b> , GEORGETOWN UNIVERSITY SCHOOL OF LAW	2023
<b>COMMISSIONER</b> , D.C. COMMISSION ON HUMAN RIGHTS	2017-2023
<b>DOCENT</b> , NATIONAL MUSEUM OF AFRICAN ART	2017-2020
<b>ADJUNCT PROFESSOR</b> , HOWARD UNIVERSITY SCHOOL OF LAW	2013
<b>ADJUNCT PROFESSOR</b> , THE WASHINGTON CENTER - ELON UNIVERSITY SCHOOL OF LAW EXTERNSHIP PROGRAM	2013
<b>CHAIR</b> , D.C. PUBLIC EMPLOYEE RELATIONS BOARD	2011-2013

#### LICENSES & EDUCATION

**BAR ADMISSIONS:** NEW YORK STATE BAR, DISTRICT OF COLUMBIA BAR  
**JURIS DOCTOR**, WAKE FOREST UNIVERSITY SCHOOL OF LAW, WINSTON-SALEM, NC  
**B.A, SOCIOLOGY**, UNIVERSITY OF CHICAGO, CHICAGO, IL

#### SELECT PUBLICATIONS & SPEAKING ENGAGEMENTS

*The Development of Employment Rights and Responsibilities from 1985 to 2010.* ABA Journal of Labor Employment Law Volume 25, Spring 2010.

*Exploring the Limits of Electronic Surveillance of the Workplace*, 2022 ABA Labor and Employment Continuing Legal Education Conference

*The Agile Workforce: Challenges and Opportunities in Crafting Remote Work Policies*, 2022 ABA Section of Labor and Employment Law, National Symposium on Technology in Labor and Employment Law Conference

*Addressing Constructive Discharge in the Individual Discrimination and Harassment Claim*, 2019 ABA Labor and Employment Continuing Legal Education Conference

*The Impacts of Marijuana in the Workplace*. 2019 D.C. Bar Labor and Employment Law Steering Committee

*Representing Members and Advising Union Clients in States Where Cannabis/Medical Marijuana Is Legal*. 2019 AFT Lawyer's Conference



Executive Office of the Mayor – Mayor’s Office of Talent and Appointments  
John A. Wilson Building | 1350 Pennsylvania Avenue, Suite 600 | Washington, DC 20004

### Wynter Allen



Ms. Wynter Allen is a presidentially appointed panel member for the Federal Service Impasses Panel.

Ms. Allen was previously a partner at Alden Law Group, PLLC. Ms. Allen is an experienced attorney with expertise in federal sector labor and employment law. She was previously a staff attorney with the International Brother of Teamsters. A graduate of the American Bar Association (ABA) Section of Labor and Employment Development Leadership Program, Ms. Allen has held multiple leadership positions in the labor and employment section of the ABA and has served on the DC Bar’s Labor and Employment Section Steering Committee.

Ms. Allen has extensive volunteer experience with multiple organizations in Washington, DC, including Suited for Change, Capital Partners for Education, For Love of Children, the DC Volunteer Lawyers Project, and the Veterans Consortium Pro Bono Program. Ms. Allen also served as a docent for the Smithsonian’s National Museum of African Art.

A Ward 4 resident, Ms. Allen received her Bachelor of Arts in Sociology from the University of Chicago and her Juris Doctor from Wake Forest University School of Law.



GOVERNMENT OF THE DISTRICT OF COLUMBIA  
Executive Office of Mayor Muriel Bowser



Office of the General Counsel to the Mayor

**To:** Tomas Talamante, Steve Walker  
**From:** Betsy Cavendish  
**Date:** May 9, 2024  
**Subject:** Legal sufficiency review of Resolutions nominating Lashon Adams, Jeanne Moorehead, and Wynter Allen as members of the Office of Employee Appeals

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**This is to Certify** that this office has reviewed the above-referenced resolution and found it to be legally unobjectionable. If you have any questions in this regard, please do not hesitate to call Erika Satterlee, Deputy General Counsel, Executive Office of the Mayor, at 202-724-1303, or me at 202-724-7681.

A handwritten signature in cursive script that reads 'Elizabeth A. Cavendish'. The signature is written in black ink and is positioned above a horizontal line.

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Elizabeth A. (Betsy) Cavendish

