

County Council of Howard County, Maryland

2020 Legislative Session

Legislative day # 9

RESOLUTION NO. 88 - 2020

Introduced by: Chairperson at the request of the County Executive

A RESOLUTION confirming the appointment of Gabriel Terrasa to the Human Rights Commission.

Introduced and read first time on June 1, 2020.

By order Diane Schwartz Jones
Diane Schwartz Jones, Administrator to the County Council

Read for a second time and a public hearing held on June 15, 2020.

By order Diane Schwartz Jones
Diane Schwartz Jones, Administrator to the County Council

This Resolution was read the third time and was Adopted , Adopted with amendments , Failed , Withdrawn by the County Council on July 6, 2020.

Certified by Diane Schwartz Jones
Diane Schwartz Jones, Administrator to the County Council

NOTE: [[text in brackets]] indicates deletions from existing language; TEXT IN SMALL CAPITALS indicates additions to existing language. Strike-out indicates material deleted by amendment; Underlining indicates material added by amendment.

GABRIEL A. TERRASA

PROFESSIONAL EXPERIENCE

Terrasa & Stair, P.A.

Partner, December 2009 to present

Represent labor organizations in all aspects of labor-management relations, including organizing campaigns, contract negotiations, litigation before Federal and states agencies, Federal trial and appellate courts, and Maryland State trial and appellate courts, and provide advice in all aspects of union governance, management, and compliance with Federal and Maryland State laws and regulations. Represent individuals in labor and employment matters, including violations of Title VII, Section 1981, ADA, FMLA, FLSA, Maryland's Wage Payment and Collection Act, and all other aspects of employment discrimination under Federal and State laws. Represent individuals in civil rights and other matters.

International Organization of Masters, Mates & Pilots

General Counsel, January 2010 to present

Associate General Counsel, January 2001 to December 2009

Represent and advise the Organization in all aspects of administration, management, labor-management relations, contract negotiations, litigation, compliance with Federal and states laws and regulations, and all other day-to-day legal matters.

Singleton, Gendler & Terrasa

Partner, March 2006 to December 2009

Associate, December 2000 to March 2006 (under names Albertini, Singleton, Gendler & Darby, L.L. P., and subsequently Singleton Gendler, PA)

Represent labor organizations in all aspects of labor-management relations, including organizing campaigns, contract negotiations, litigation before Federal and states agencies, Federal trial and appellate courts, and Maryland State trial and appellate courts, and provide advice in all aspects of union governance, management, and compliance with Federal and Maryland State laws and regulations. Represent individuals in labor and employment matters, including violations of Title VII, Section 1981, ADA, FMLA, FLSA, Maryland's Wage Payment and Collection Act, and all other aspects of employment discrimination under Federal and State laws. Represent individuals in civil rights and other matters.

University of Baltimore School of Law

Adjunct Professor of Labor Law, January 2007 to May 2016

Teach private-sector labor law under the National Labor Relations Act and practical aspects of practice and procedure under the National Labor Relations Board and Federal courts.

Adjunct Professor, Legal Skills Program, September 2000 to May 2006

Teach legal writing, research and analysis, litigation skills, and oral argument in Moot Court setting.

GABRIEL A. TERRASA

National Labor Relations Board, United States Government

Field Attorney, September 1997 to November 2000

Litigate unfair labor practice charges before administrative law judges, the National Labor Relations Board, and the Federal District Court in Section 10(j) proceedings; investigate unfair labor practice charges; conduct representation hearings and elections.

Merck, Sharp and Dohme Pharmaceuticals, Arecibo, Puerto Rico

Validation Engineer, October 1992 to August 1994

Designed and supervised the implementation of specialized testing to challenge and assure process control and repeatability; designed, developed, and implemented Quality Assurance Systems, Qualification and Validation programs.

ACTIVITIES

AFL-CIO Lawyers Coordinating Committee

Member of Board of Directors, 2006 to 2010

Member, 2001 to present

Organization comprised of over 1,700 union-side labor lawyers in more than 500 firms and union legal departments throughout the Nation created for the purpose of sharing information, resources, and ideas to enhance the quality of legal representation available to labor and charitable organizations.

American Bar Association, Labor and Employment Section, Committee on Practice and Procedure before the National Labor Relations Board

Member and Fellow through Young Lawyers Division, 2004 to 2006

Member, 2004 to present

Committee formed by union and management side labor attorneys that reviews legal aspects and novel issues of practice and procedure before the National Labor Relations Board. The Committee meets several times during the year, and once a year it meets with the General Counsel and the five Members of the National Labor Relations Board to provide – from the practitioner’s perspective – critique, advice, and ideas for improvement, including proposed rule-making, to improve the practice of law before the NLRB.

MSBA Labor and Employment Law Section, Executive Council

Recording Secretary, 2010 to 2012

Member, 2002 to 2013

Member of the board that plans and coordinates all activities of the Labor and Employment Law Section of the Maryland State Bar Association, including planning continuing education conferences and programs, managing the Section’s budget, and proposing policy for the Section.

GABRIEL A. TERRASA

General Assembly Compensation Commission

Commissioner – Term June 1, 2006 – May 31, 2010

Commissioner - Term June 1, 2010 - May 31, 2014

Appointed by Governor Martin O'Malley, the Commission studied, debated, and provided recommendation to the Maryland Legislature concerning appropriate compensation for the legislature.

Women's Law Center's Employment Law Initiative Advisory Board

Member, 2006 to June 2008

Member of the board that provides advice in the establishment and operation of the Employment Law Hotline. The Employment Law Hotline provides telephonic interview and guidance to callers with employment problems with the goal of guiding indigent callers who have experienced employment discrimination or other employment related abuses to appropriate governmental agencies or volunteer attorneys.

Board of Governors of the University of Baltimore Alumni Association

Member, September 2000 to 2005

EDUCATION

University of Baltimore School of Law, JD, *magna cum laude*, May 1997

Honors: *University of Baltimore Law Review*, Managing Editor (1996-97)

The Law Forum, Associate Editor (1996-97), Staff Editor (1995-96)

Heusler Legal Honor Society

Center for International and Comparative Law 1997 Essay Award.

University of Maryland College Park, BS Mechanical Engineering, May 1992

GABRIEL A. TERRASA

PUBLICATIONS

Senior Editor, **HOW TO TAKE A CASE BEFORE THE NLRB (NINTH ED. 2016)**, ABA

Senior Editor, **HOW TO TAKE A CASE BEFORE THE NLRB (EIGHT ED. 2008)**, ABA

Fitting a Square Peg Into a Round Hole: "Same-sex" Sexual Harassment and the "Because of . . . Sex" Requirement in Hostile Environment Claims, 67 REVISTA JURIDICA UNIVERSIDAD DE PUERTO RICO 163 (1998).

The United States, Puerto Rico, and the Territorial Incorporation Doctrine: Reaching a Century of "Constitutional" Authoritarianism, 31 J. MARSHALL L. REV. 55 (1997).

BAR MEMBERSHIP

Court of Appeals of Maryland

Supreme Court of the United States

United States Court of Appeals for the Fourth Circuit

United States Court of Appeals for the District of Columbia Circuit

United States Court of Appeals for the Seventh Circuit

United States District Court for the District of Maryland

United States Court of Federal Claims

LANGUAGES -- Fully bilingual English/Spanish.

REFERENCES -- Available upon request.