

Montana Arbitrators Association
45th Annual
Arbitration & Labor Relations Conference
Presenters Bios

CHRIS CASILLAS
Washington State Public Employment Relations Commission
Casillas_adr@outlook.com

Chris Casillas has been with the Washington PERC since 2018 as an administrative law judge, mediator, facilitator, and trainer. In 2020 Chris launched the Negotiation Project, which is an innovative conflict prevention program designed for PERC's clientele that explores how academic theories and research about negotiations apply in Washington state public sector labor relations. Members of the PERC Negotiation Project regularly speak at conferences, conduct a monthly "Lunch Zoom" meeting, and host a podcast called The PERColator.

Prior to joining PERC, Chris was a partner in a small law firm that represented public sector unions throughout Washington State. In addition to his work at PERC, Chris is a member of the adjunct faculty at both Seattle University School of Law as well as the University of Washington Law School. Between the two institutions, Chris teaches a variety of courses on constitutional law, labor law, arbitration law, and negotiations.

In 2021 Chris began a private arbitration, mediation, and training practice, called Casillas ADR Services, and currently serves as a neutral arbitrator in labor cases across the country. Chris holds a B.A. degree from the University of California, Santa Barbara, a J.D. degree from Seattle University and a M.A. and Ph.D. from Cornell University. He lives in Seattle with his wife and two children.

KERRY DAVANT
Executive Director of Human Resources and Labor Relations
Montana University System
Office of the Commissioner of Higher Education
kdavant@montana.edu

Kerry brings more than 25 years of leadership experience within the Montana executive branch, having served in agencies including the Departments of Military Affairs, Environmental Quality, Labor and Industry, and Natural Resources and Conservation. Over the course of her career, she has held roles such as Director of Human Resources, Chief of Staff, and Deputy Director. She currently serves as the Executive Director of Human Resources and Labor Relations for the Office of the Commissioner of Higher Education-Montana University System and is the presiding officer of the Board of Personnel Appeals.

BARBARA DIAMOND
Arbitrator and Mediator
arbiter@diamondadr.com

Barbara J. Diamond (she/they) is a labor and employment arbitrator and mediator from Portland, Oregon. Prior to becoming a neutral, she practiced labor law for over 30 years, handling collective bargaining, arbitration, unfair labor practices, and appeals focusing on public and health care sectors. She is available for arbitration services through FMCS, AAA, the Montana Dispute Resolution Panel, Washington PERC, Oregon ERB, and the California State Mediation and Conciliation Service. She also provides film-based anti bias training to both management and labor groups. She attended Binghamton University and NYU Law School and clerked for Oregon Supreme Court Justice Hans Linde.

AUDREY B. EIDE, ESQUIRE
Arbitrator & Mediator
audehyb@gmail.com
(360) 870-4477

Arbitrator Eide has the unique experience of having been on all sides of labor management relations in her career. She managed a staff as Assistant Vice President of Business Retirement Services for Seattle First National Bank; served as a Hearing Examiner for the Washington State Personnel Appeals Board and was General Counsel of Washington State Council of County and City Employees, Council 2, AFSCME, AFL-CIO for 27 years.

For the last six years she has been a full-time Arbitrator and Mediator, speaker, and trainer. She earned a Bachelor of Arts Degree in Business Administration from the University of Washington (1975) and a Juris Doctor Degree from Seattle University School of Law formerly the University of Puget Sound School of Law (1978).

JEAN E. FAURE
Attorney
Faure Holden Henkel Terrazas Attorneys At Law, P.C.
jean@fhht.law
406-452-6500

Jean E. Faure represents public and private employers in all labor and employment-related issues throughout Montana. She litigates wrongful termination, discrimination, wage and hour, trade secret, non-compete, and FMLA claims. She also is actively engaged in traditional labor law, representing employers in unionizing campaigns, unfair labor practices, grievance arbitration and contract negotiations.

Since 2009, Jean has been selected to the Mountain States Super Lawyers® in labor and employment law and employment defense litigation and now is placed in the Mountain States Top 100 Super Lawyers. Best Lawyers in America has named Jean the Employment Lawyer of the Year in Great Falls, Montana consistently since 2017. Jean is a member of Association of Defense Trial Attorneys and the Federation of Defense and Corporate Counsel, both of which are limited invitation organizations for trial attorneys who devote their professional time to defending businesses, insurance companies, insureds, associations or governmental entities in civil litigation. In 2024, Jean was elected to membership in the American Board of Trial Advocates (ABOTA) and served on the Montana Chapter Executive Committee.

KATHY FRAGNOLI
Arbitrator/Mediator
Member of the National Academy of Arbitrators
San Diego/Dallas
www.westcoastmediator.com
817-371-8623

Kathy Fragnoli has been a full-time neutral since 1994. She provides ADR services nationwide and has offices in San Diego and Dallas. Kathy is a Magna Cum Laude graduate of Boston College and graduated from Gonzaga University School of Law. She attended the Harvard Law School negotiations program in 1995. Kathy was a senior attorney for American Airlines for 12 years and prior to that a Public Defender. She worked as an adjunct professor at the University of Texas, Arlington, teaching graduate level employment and labor law classes. She has conducted over 3,500 employment-related mediations and trained over 4,200 students in ADR. Kathy has served under contract with the Pentagon to mediate high profile cases for the Air Force and regularly trains their JAG officers in ADR and interest-based negotiation skills. She is often asked to act as a facilitator by organizations experiencing internal discord.

In 2022, Kathy was a candidate for Congress, representing the Dallas/Ft Worth area in the House of Representatives. The Dallas Morning News described her as having “a skillset which could certainly be helpful on a polarized Capitol Hill.”

Kathy was admitted to the National Academy of Arbitrators in 2010 and arbitrates labor cases nationwide. She serves or has served on several permanent panels including the Screen Actors Guild (SAG/AFTRA), UCLA and the police departments of Ft. Worth, Houston and Los Angeles.

Ms. Fragnoli is one of 23 mediators in the nation profiled in *ADR Personalities and Tips* published by the American Bar Association and is the author of *Creating Peace at Work: When Work Isn't Working*. Her new book *What to Say, How to Say It: How Not to Screw Up Life's Uncomfortable Conversation* will be published soon. Kathy is the founder of The Resolution Group, a woman-owned business specializing in ADR training.

DR. EDWIN GARCIA
Superintendent
Billings Public Schools
garciavelasqueze@billingssschools.org

Erwin Garcia has served as the Superintendent of Billings Public Schools in Billings, Montana, since July 2023. Originally from Colombia, he has built a distinguished career in educational leadership, previously holding several key roles within the Houston Independent School District (HISD), including Area Superintendent. In HISD, he led 55 schools in high-poverty areas, increasing the number of "A" rated schools from 10 to 30 in just two years. Mr. Garcia also served as a principal, principal supervisor, and assistant principal, each role enhancing his expertise in student achievement.

Mr. Garcia holds a Doctorate in Education from Houston Baptist University. Since joining Billings, his leadership has focused on rebuilding community trust, improving teacher recruitment and retention, and addressing the achievement gap, particularly among students of color and those in poverty. His efforts earned the Billings School Board's trust, extending his contract in 2024 to continue driving progress.

Mr. Garcia has led a strategic transformation of Billings Public Schools, focusing on collaboration, community engagement, and educational excellence. Under his leadership, the district has rebranded and pioneered innovative programs such as Montana's first early college high school, The Opportunity School, The Multilingual Academy, and more. These initiatives have restored community respect and positioned the district as a leader in educational innovation.

Despite facing challenges such as a strained community relationship, COVID-era policies, a budget deficit, and an achievement gap, Dr. Garcia has successfully driven change through extensive community outreach and a clear, shared vision. His leadership has significantly improved student achievement, school safety, professional development, and student support programs.

Mr. Garcia's contributions have earned him national recognition, including the 2024 Superintendents to Watch award and the Montana Music Educators Association's Outstanding Administrator Award. In 2024, he was also featured on TEDxBillings for his work on democracy in education. Through his dedication to educational equity and excellence, Mr. Garcia continues to shape the future of Billings Public Schools, making it a model for regional districts.

MAX HALLFRISCH
Labor Mediator
Montana Department of Labor and Industry
mhallfrisch@mt.gov
(406) 444-0038

Max joined the Montana Department of Labor as a labor mediator in April of 2014. He specializes in all types of Mediations including Labor Mediation, Grievance Mediation and Wage and Hour Mediations. Max also provided Training and Facilitation services for Interest Based Bargaining (IBB), Labor Management Committee (LMC) and Affinity Bargaining. Living in the Great Falls area he has two grown children and two grandsons. He has been married for 37 years and enjoys spending time with his grandsons, fishing, cooking, and meeting new people.

TIM HOOVER
International Association of Firefighters
7th District Field Service Representative
Thoover@iaff.org
206-310-4556

Tim Hoover is a firefighter/paramedic and serves as a 7th District Field Representative (DFSR) for the International Association of Fire Fighters (IAFF). With more than 30 years in the fire service and a Bachelor of Science in Labor Studies, Tim combines frontline experience with a deep understanding of labor relations. He has helped IAFF locals organize, negotiated first contracts, assisted in mediation, and represented members in fact-finding hearings and arbitrations. Tim is trained in both mediation and arbitration, enhancing his ability to advocate effectively in complex labor disputes.

WENDY JACKSON
Dispute Resolution Section Chief
Montana Department of Labor and Industry
wendy.jackson@mt.gov
406-444-0564

Wendy received her Bachelor of Arts degree in History from Indiana University and spent several years working in Food Science Research and Development before relocating to Montana in 2016 and beginning her career with the state of Montana. Wendy has served the state of Montana in several roles over the years including Workers' Compensation Claims Examiner, Workers' Compensation Mediator, Labor Mediator and, currently, as the Section Chief for the Department of Labor and Industry, Dispute Resolution Section (DRS). The DRS consists of six mediators who work to assist employees and employers to mediate workers' compensation and labor and collective bargaining issues. In her free time, Wendy enjoys hiking and camping with her husband, two sons, and four dogs. She also enjoys expressing herself artistically through painting, drawing, embroidery, and carving.

JEFFREY W. JACOBS
Attorney/Arbitrator
Member Of The National Academy of Arbitrators
[HTTP://WWW.NAARB.ORG](http://WWW.NAARB.ORG)
1041 Loon Dr.
Lake Shore, MN 56468
612 760 6328
(952)-767-1043
jjacobs@wilkersonhegna.com

Jeff has been a practicing attorney in Minnesota since 1980 and has been a full-time labor arbitrator since 1995. He was inducted into the National Academy of Arbitrators in 2005. Prior to that he practiced extensively representing union and management clients in both the private and public sectors. Jeff is on the Minnesota, Iowa, Wisconsin, Oregon, Montana, U.S. Virgin Islands and Washington state lists and several FMCS regional panels. He is also on numerous permanent panels in the public and private sectors, including, USPS/NALC, IRS/NTEU, NMB railroad matters, Endeavor Airlines and CWA. He has numerous published decisions in BNA arbitration reporters along with hundreds of cases on public sector lists around the country.

Jeff is a frequent lecturer at arbitration seminars around the country doing both live and webinar presentations for the AAA, Labor Arbitration Institute, Montana BOPA, Minnesota Continuing Legal Education, Minnesota BMS and FMCS seminars. He has authored numerous articles in the area of labor arbitration.

ELIZABETH A. KALEVA, ESQ
Kaleva Law Office
School Law & Labor Law Specialist
www.kalevalaw.com

Elizabeth A. Kaleva is from Missoula, Montana, where she graduated from Loyola Sacred Heart High School in 1987. She received a bachelor's degree in history from Boston College in 1991. Bea graduated from the University of Montana School of Law in 1995 and, after graduation, clerked for a judge for year before joining the Montana School Boards Association as a staff attorney. She rose to the General Counsel position and remained with the MTSBA until 2004, when she returned to Missoula in private practice. Bea serves as counsel for school districts in all areas of employment and school law. Specific practice areas include contract negotiations, employee misconduct and discipline, student misconduct and discipline, special education and federal programs, and Board of Trustees practice and procedure. She provides litigation defense to school districts and their employees in federal and state courts, arbitrations, and administrative agencies relating to all aspects of school district operations. Bea is admitted to practice before all Montana courts, the United States District Courts, and the United States Court of Appeals for the Ninth Circuit. She is a member of the American Bar Association, the National Council of School Attorneys, the Montana Council of School attorneys, a former Board member of the National Council of School Attorneys and is the President of the School Law Section of the Montana State Bar. She has been selected by her peers for inclusion in the Best Lawyers in America since 2014 for the areas of education law and employment law and was named the Best Employment Law Lawyer for the Missoula area in 2015, 2019, 2023, and 2025. In 2021, Elizabeth was honored with the AV Preeminent® Rating by Martindale-Hubbell®. This rating is the highest possible rating in both legal ability and ethical standards.

TORI KOCH
Attorney
Montana Department of Labor and Industry
Victoria.Koch@mt.gov

Tori Koch is Agency Counsel for the Montana Department of Labor and Industry where she focuses on public information access, state contracts, and administrative rulemaking. She also provides legal counsel to the Board of Personnel Appeals. Tori holds both a Juris Doctor and a Master's in Public Administration from the University of Montana. Before joining the Department of Labor & Industry, she served as legal counsel for the Montana Department of Commerce, supporting economic development across the state. Tori is committed to serving Montana through thoughtful, effective legal work in the public sector.

HOWELL L. LANKFORD
Attorney/Arbitrator

Member of the National Academy of Arbitrators
Fellow of the College of Labor and Employment Lawyers
PO Box 22331
Portland, OR 97269
(503)349-3842
hll@iname.com

Howell Lankford is a member of the National Academy of Arbitrators and a Fellow of the College of Labor and Employment Lawyers. Has been a Governor, Chair of the NW Chapter, and a member of the ethics committee of the NAA. He is also part of the editorial staff of the upcoming new addition of *How Arbitration Works*. He has been a labor management arbitrator for over 40 years after five years as an ALJ for the Oregon Employment Relations Board. He presents advocacy workshops throughout the year, for labor or management or both, at no cost beyond his expenses; and he is a faculty member of the FMCS Becoming a Labor Arbitrator program.

DAVE LUCKEY
Labor Mediator
Montana Department of Labor and Industry
dluckey@mt.gov
(406) 444-1823

Dave has been employed with the Montana Department of Labor for 12 years and joined the team of Labor Mediators for the Dispute Resolution Section in July of 2018. He has been investigating and writing Determinations for the Board of Personnel Appeals, performing Mediations, Interest Based Bargaining sessions, and conducting Labor Management Committee training for public unions, employees, and agencies. Prior to being a Labor Mediator, Dave worked as a Compliance Specialist for the Montana Department of Labor, where he performed Prevailing Wage Audits and Investigations as well as Wage and Hour Claims and Determinations. Dave is a lifelong Montanan and enjoys floating and fishing the rivers of Montana in the summer and skiing in the winter.

TODD LYON
Attorney/Arbitrator
tlyon@fisherphillips.com

Todd Lyon is a partner in Fisher Phillips' Portland, San Francisco, Los Angeles, and Seattle offices and co-chair of the Firm's Labor Relations Practice Group. He has been a labor lawyer for over 25 years, representing public and private sector employers in labor negotiations, labor arbitrations, and employment litigation. Todd is a skilled negotiator who bargains pro-employer collective bargaining agreements. He regularly assists clients with the interpretation of collective bargaining agreements and disciplinary matters so as to avoid grievances. However, if the grievance is advanced to arbitration, Todd has conducted hundreds of arbitration hearings with superior results concerning virtually every aspect of contract interpretation, discipline, union security, and interest arbitration. Todd has also successfully litigated before the National Labor Relations Board and state labor boards in both representation and unfair labor practice hearings. He regularly assists clients in

responding to union organizing campaigns and developing labor strategies to avoid campaigns altogether.

RENDE MACKAY
Human Resources Director
Montana Department of Labor and Industry

Rende currently serves as the MT Department of Labor and Industry's Human Resource Director where she has been since 2012. Prior to moving to DLI, Rende supported all executive branch agencies while at the State Human Resource and Labor Relations offices at the Department of Administration. She has over 30 years of human resource management experience in the public, private and non-profit sectors. She has worked in all areas of human resources including generalist, labor relations, training, benefits, and senior leadership roles.

NATE MCCONNELL
Attorney
McConnell Law Offices, PLLC.
nate@natemcconnelllaw.com

Nate McConnell represents numerous unions throughout Montana. His work involves both public sector and private sector collective bargaining units. Nate has litigated both unfair labor practice charges and arbitration hearings, and he has participated in numerous collective bargaining negotiations, unit clarifications, and duty of fair representation actions. Prior to serving working people as a labor attorney, Nate proudly served in the Montana Legislature in both the House of Representatives and the Senate. Nate is most proud of his two kids, Grace and Jack, who currently benefit from Montana's public education system.

YUVAL MILLER, ESQ
Arbitrator/Mediator
ym@ymADR.com
(415) 484-2282

Yuval Miller maintains a nationwide practice as an arbitrator and mediator of labor and employment disputes, including public- and private-sector permanent panels throughout the Western United States. An esteemed speaker and moderator on labor issues, he serves on the Faculty of the Labor Arbitration Institute (LAI), Tulane Law School's Berlin ADR Program, and Burstein-Prihar Arbitration Training (BPAT), and is Editor in Chief of the treatise Aitchison et al., INTEREST ARBITRATION (3d ed., LRIS Books, 2022).

Prior to becoming a full-time neutral, Arbitrator Miller earned his JD at Yale Law School, served as a Fulbright Scholar, taught courses at the Budapest University of Public Administration, and received his BA with Highest Distinction from the University of California, Berkeley. After clerking for the Honorable Dolores K. Sloviter of the United States Court of Appeals for the Third Circuit, he represented management (Munger, Tolles & Olson LLP) and unions (McCracken, Stemerma & Holsberry, LLP) for over a decade.

HALEY NELSON
Department of Labor and Industry
Agency Counsel
halley.nelson@mt.gov

Haley A. Nelson is Agency Counsel for the Montana Department of Labor and Industry. Her practice focuses on Public Employee's Collective Bargaining issues, administrative rule writing, and review of occupational licensing discipline cases. Haley enjoys working with a wide variety of legal issues from Department programs, including unemployment insurance, workers' compensation, wage and hour, human rights, and building codes. She loves serving her home state of Montana. Haley graduated from the University of Montana School of Law, and after law school she clerked for Justice James Jeremiah Shea at the Montana Supreme Court.

QUINT NYMAN
Deputy Executive Director
Montana Federation of Public Employees
qnyman@mfpe.org

Quint Nyman is the Deputy Executive Director of the Montana Federation of Public Employees which represents approximately 25,000 educators, state, university, county, city and municipal employees across Montana. Prior to the merger of MPEA and MEA-MFT and becoming the Deputy Executive Director he served as the Executive Director of the Montana Public Employees Association for twelve years.

Quint also worked for the Montana State AFL-CIO Project Challenge: Work Again worker retraining program as a Literacy Coordinator in the Missoula and Kalispell area. Quint worked his way through college as a wildland firefighter with the Montana DNRC and earned a degree in English and Secondary Education from The University of Montana. He also served in the United States Marine Corps from 1985 to 1989. Quint and his wife Jill, who is the Principal at Jim Darcy Elementary School in Helena, have three daughters; Shannon, Madison, and Isabella. A native of Anaconda, Quint is an avid sportsman and is the co-chair of the Montana Union Sportsman's Alliance and a board member of the Anaconda Sportsman's Club.

Quint currently serves on the State Employee Group Benefits Advisory Council and is the Chairman of the Montana University System Inter Units Benefits Committee. Additionally, he is the elected Vice President of the Montana AFL-CIO.

QUINLAN O'CONNER
Chief Legal Counsel
Montana Department of Labor & Industry

Quinlan L. O'Connor serves as Chief Legal Counsel for the Montana Department of Labor & Industry. His practice focuses on all aspects of labor and employment law, including traditional labor, independent contractor misclassification, workers' compensation, wage disputes, human rights, and occupational licensing. Quinlan is also a Departmental lead for legislation, drafting, and testimony.

DAN RISPENS
Superintendent
East Helena Public School System
drispens@ehps.k12.mt.us

Dan Rispens has been the superintendent of the East Helena Public Schools since 2021. Prior to that he served 20 years as a middle and high school administrator in the East Helena district. He is a passionate advocate for public education in Montana and for anything that supports healthy youth development. In 2024, Dan led the East Helena School board through a successful IBB negotiation process with both employee unions representing East Helena staff. Dan was born in Shelby and grew up in Helena. He graduated Helena High in 1987 and holds bachelor's and master's degrees from the University of Montana.

SHIANNE SCOTT
Arbitrator/Factfinder/Hearing Officer/Mediator
Scott Dispute Resolution
ArbitratorScott@scottdisputeresolution.com
(503) 908-9982 (Phone)
(971) 258-0483 (Cell)

Shianne Scott is a labor arbitrator and mediator and the principal of Scott Dispute Resolution. Ms. Scott is a former Administrative Law Judge for the State of Oregon and the former Civil Service Board Administrator and Labor Relations Coordinator for the City of Portland. Ms. Scott holds a Bachelor of Arts in English from Andrews University and a J.D. from Southwestern Law School.

RACHEL SCHILLREFF
Field Consultant
Montana Federation of Public Employees
rschillreff@mfpe.org

With over 25 years in the Montana labor movement, Rachel Schillreff has dedicated her career to strengthening unions, advocating for workers' rights, and working collaboratively with administration and management. She believes in fostering mutual respect and shared goals to benefit educators, students, and Montana as a whole.

Rachel began as a librarian at West High before transitioning into union leadership, serving alongside six Billings Education Association presidents and playing a pivotal role in shaping public education. As BEA President during the COVID-19 pandemic, she prioritized member engagement, collective strength, and cooperative solutions that supported both educators and school leadership.

Her approach to union advocacy is rooted in collaboration rather than conflict, ensuring negotiations lead to fair and equitable compromises for all. She understands that strong schools and workplaces thrive when labor and management work together to address concerns and build policies that uplift workers and communities alike.

Now an MFPE Field Consultant for South Central Montana, Rachel continues to represent educators at the state and national levels. She has participated in national and regional union leadership training and served as a delegate for MEA-MFT, AFL-CIO, the Montana Staff Organization, and MFPE.

Her husband, a proud Local #30 Union Pipefitter, shares her commitment to fair workplaces, and their two children attend public school in Billings. Beyond her labor work, Rachel volunteers with the Montana Raptor Center, enjoys painting, and is an unapologetic *Ted Lasso* fan.

Rachel Schillreff remains honored to serve, learn, and collaborate to strengthen unions, public education, and workers' rights.

JASON SLEAD
Communications Director
Department of Revenue
jlead@mt.gov
406-444-6700

Jason Slead is the Communications Director for the Department of Revenue (DOR). He has worked for the department for 20 years, with 14 years of experience in the HR Department. Jason is also the DOR's resident recruiter and trainer. He is an excellent communicator and has a knack for using humor to build positive relationships with everyone he meets. He's always up for a good laugh and can usually be found with a cup of coffee in one hand and a guitar in the other. His passion for music and his family keeps him going, and his loyalty to his furry friends keeps him grounded.

JASON SMALL-
Executive Secretary
MT AFL-CIO
jsmall@mtaflcio.org

Jason is currently the Executive Secretary of the Mt. AFL-CIO and sits on several boards, including TSIRA and the Boilermaker Western States Apprenticeship Board. Jason has served two terms as a Montana State Senator where he served as chairman of Senate Business and Labor as well as Chairman and Vice Chairman of Senate Energy and Telecommunications and Senate Natural Resources. He is a Graduate Apprentice Boilermaker and worked through the ranks becoming a Journeyman and then President of Local Union #11 in East Helena MT.

MATTHEW B. THIEL
Attorney
Thiel Law Office, PLLC

matt@thiellaw.com

406.543.1550

Matt Thiel was born and raised in Montana and practices law in Missoula. Matt started his career in the labor arena in 1987 as a field representative with the Montana Federation of Teachers, AFL-CIO. He left that position to attend the University of Montana School of Law, where he was Editor-in-Chief of the Montana Law Review, graduating with Honors in 1993. His law practice focusses on labor law, representing several Montana and Washington based unions. His practice also includes personal injury and general litigation. He is listed in The Best Lawyers in America for Labor and Employment Law. Matt was elected to the Montana State Bar Board of Trustees in 2008 and President of the Montana State Bar for 2015-2016. Matt currently serves as the American Bar Association Delegate for Montana, and he is an American Bar Foundation Patron Fellow and is President of the Western States Bar Conference for 2025.

CINDY WALKER

ATTORNEY

cwalker@boonekarlberg.com

Cynthia L. Walker is s Shareholder with Boone Karlberg P.C. Her practice focuses on Employment & Labor Law, Municipal Liability Law, Civil Litigation, and Appellate issues.

Cindy grew up in Butte and received her Bachelor of Arts degree from the University of Montana in 1990, majoring in Political Science with an emphasis in Public Administration. Cindy received her Juris Doctor degree, with honors, from the University of Montana School of Law in 1999. During law school, she was an editor of the Montana Law Review and a teaching assistant for the law school's legal research and writing program.

From August 1999 through July 2000, Cindy clerked for Justice Jim Regnier at the Montana Supreme Court in Helena. Following her clerkship, Cindy was employed as an associate attorney with the Missoula law firm of Datsopoulos, MacDonald & Lind, P.C., for approximately two years and then as an associate attorney in the Missoula office of Church, Harris, Johnson & Williams, P.C., for approximately four years, before returning to Butte in February 2006 and joining the firm of Poore, Roth & Robinson, P.C. After the firm of Poore, Roth & Robinson dissolved, Cindy was fortunate to join the team of talented attorneys and staff at Boone Karlberg P.C., in late September 2021.

RICKY WALSH

District Vice President

International Association of Fire Fighters

rwalsh@iaff.org

Ricky Walsh became a career professional fire fighter with the City of Hermiston, Oregon in 1983. In 1986 he was hired as a City of Richland fire department and worked as a ff/paramedic, Lieutenant, and Engine Company Captain, and served as the department's training officer. He retired in 2013. Ricky was elected Secretary/Treasurer of the Hermiston Fire Fighters Local 2752 in 1984. In 1988 he was elected Vice President of Richland Fire

Fighters Local 1052 and president in 1990. He served as Negotiations Chair for 22 years. An active participant in WSCFF issues, Ricky was elected to the WSCFF Executive Board in 1993 serving as WSCFF 2nd District representative and WSCFF VP concurrently. He was appointed IAFF state rep in 1993 and served in that capacity until 2004 when he was elected to the IAFF Executive Board as the 7th District Vice President in 2004, representing career firefighters and EMS personnel in the states of Alaska, Idaho, Washington State and Montana. He has argued in front of BOPA, PERC and PERA on issues of bargaining unit descriptions and unfair labor practices. He has argued before many arbitrators on discipline and interest arbitrations. He resides in Benton City, Washington.

JENNY WEIGNAD
Field Consultant
Montana Federation of Public Employees

Jenny Weigand serves as a Field Consultant for the Montana Federation of Public Employees, where she represents a diverse range of bargaining units, including state agencies, municipalities, counties, and school districts. Her professional background spans multiple sectors. She began her career as a science educator in two rural Class C schools in Montana before transitioning to the private sector as a Training Director and Environmental Consultant for a small environmental consulting firm. She later moved into human resources within a state agency, where she played a key role in workforce management. In a subsequent position with another state agency, she oversaw call center operations, managed a training department, and administered state retirement systems. As a human resources professional, Weigand received formal training as a mediator in the Conflict Partnership Catalyst process, a method emphasizing collaboration and cooperation in conflict resolution. This approach aligns closely with her advocacy for Interest-Based Bargaining. Jenny spends most her spare time with her husband, grandkids, and two Australian Labradoodles.