



MFR LAW GROUP PLLC

Marcella Fleming Reed

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PROFESSIONAL EXPERIENCE

MFR Law Group PLLC, Mill Creek, WA

Principal and Founder

2002 – Present

Practice focuses on conducting workplace investigations; group facilitation, executive coaching, and training; mediating employment disputes; and providing general employment law advice. Other areas of emphasis include employee handbook review and the conduct of wage and hour and affirmative action audits. Clients include Fortune 50 and 500 companies as well as medium and small businesses.

The Boeing Company, Seattle, WA

Director, Employee Relations

1997 – 2001

Executive accountable for corporate leadership and strategy in areas of diversity, affirmative action, EEO, employment-related litigation, corrective action, alternative dispute resolution, national and global policy administration, and union relations support. Responsible for identification and adoption of best practices in merger of employee relations function for three large aerospace companies. Also responsible for corporate headquarters personnel support.

Counsel

1994 – 1997

Areas of Practice: Employment and labor law. Managed litigation in numerous regions, responded to civil rights agency complaints, and provided advice to all divisions regarding accommodation of disabilities, discrimination, harassment, and other workplace investigations, compliance with workplace leave laws, Office of Federal Contract Compliance audits and affirmative action planning, and other areas of employment law. Lead attorney for mid-term negotiations and labor issues with engineering union (SPEEA) and strike planning and operations team during International Association of Machinist negotiations and strike.

Davis Wright Tremaine, LLP, Seattle, WA

Attorney

1992 – 1994

Areas of Practice: Employment and labor law. Litigated cases involving all areas of employment and labor law. Provided counsel in all areas of employment and labor law.

Hazel & Thomas, P.C., Richmond, VA

Attorney

1988 – 1992

Fairfax County Public Schools, Fairfax, VA

Elementary School Teacher

1980 – 1985

LEGAL ADMISSIONS AND LICENSES

Bar Associations

Washington State Bar Association	1992
Virginia State Bar Association	1988
Oregon State Bar Association	2020
Fellow, College of Labor and Employment Lawyers	2020

Courts

U.S. Court of Appeals, Ninth Circuit	1993
U.S. District Court, W.D. Washington	1993
Washington State Supreme Court	1992
U.S. District Court, E.D. Virginia	1988
U.S. Court of Appeals, Fourth Circuit	1988
Virginia State Supreme Court	1988

Private Investigator

State of Washington Unarmed Licensed Private Investigator	2014 - present
State of Oregon Unarmed Licensed Private Investigator	Application in process

ALTERNATIVE DISPUTE RESOLUTION CERTIFICATIONS

United States District Court, W.D.W.A. 39.1 Mediator	2005 – 2018
Washington Mediation Association, Certified Mediator	2003 – present

HUMAN RESOURCES CERTIFICATIONS AND LICENSES

Society of Human Resource Professionals	
Senior Certified Professional	2015 – present
HR Certification Institute	
Global Professional HR	2010 – 2018
Senior Professional HR	2002 – present
Gallup CliftonStrengths	
Certified Strengths Coach	2020 – present

EDUCATION

University of Virginia School of Law	Charlottesville, VA
J.D.	1988
University of Iowa	Iowa City, IA
M.A., Educational Administration	1980
B.A., Elementary Education	1979

Executive Education

SeattleCoach Training Program	2014
Cornell University Employment Law Mediator Training	2002
University of Pennsylvania	
Finance/Accounting for the Non-Financial Manager	2001
University of Michigan Business School	
Advanced HR Executive Program	1998

PROFESSIONAL AFFILIATIONS

Alternative Dispute Resolution

Inter-Local Conflict Resolution Group Volunteer	2002 – present
American Arbitration Association, Arbitrator and Mediator	2004 – 2015
ADR Roundtable Member	2005 – 2015
EEOC, Seattle Region, Volunteer Mediator	2002 – 2008

Bar Association and Pro Bono Legal Services

Labor and Employment Associations

College of Labor and Employment Lawyers, Fellow	2020 – present
United States District Court, W.D.W.A.	2002 – present
Non-Prisoner Civil Rights Case Screening Committee	
King County Bar Foundation Board of Trustees	2003 – 2012
President (2008), Vice President (2007)	
Washington State Bar Association Disciplinary Board	2003 – 2005
Chair (2005), Vice Chair (2004)	
Access to Justice Law Institute, Seattle University	2002 – 2004
Volunteer Attorney	
Loren Miller Bar Association Executive Committee	1993 – 1997
President (1994 – 1996)	

CIVIC AFFILIATIONS

Snohomish County Students of Color Career Conference	2002 – present
YMCA of Snohomish County	2008 – present
Chair, Human Resources Committee (2010 – 2020)	
Policy Volunteer of the Year (2012 – 2013)	
Board of Trustees (2008 – 2010)	
Snohomish County NAACP and EvCC Youth Development Program	2013 – present
Steering Committee Member and Facilitator	
The Everett Public Schools Foundation Board of Trustees	2014 – 2018

The Links, Greater Seattle Chapter Fund Development Co-Chair Health and Human Services Chair Scholarship Chair	2010 – present
Washington State Special Olympics Executive Committee/Secretary (2001 – 2005)	2000 – 2005
Wellspring Family Services Board Leadership Tomorrow	1994 – 2004 1995

EXPERT TESTIMONY

Victor Pierce v. Daimler Trucks North America LLC, No. 15CV04279, Circuit Court of the State of Oregon for the County of Multnomah (February 2017).

Douglas Ossanna v. Nike, Inc., No. 1301-01385, Circuit Court of the State of Oregon for the County of Multnomah (June 2014).

Jeffrey Chen v. The City of Medina, No. 11-02119, United States District Court (September 2012).

Kathryn E. Nixon v. Franciscan Health System, No. CV-05076-BHS, United States District Court Western District of Washington at Seattle (January 2012).

Christine A. Wolf v. Providence Health and Services, d/b/a Sacred Heart Medical Center, No. CV-10-095-EFS, United States District Court for the Eastern District of Washington (October 2011).

Cornelia Brunner v. Fred Meyer, No. C09-0851 JCC, United States District Court Western District of Washington at Seattle (September 2010).

Carol Styner vs. A.G. Edwards & Sons, Inc., et al., In Arbitration before the National Association of Securities Dealers, Inc.; No. 02-02073 (February 11, 2003).

PRESENTATIONS AND PUBLICATIONS

Discipline and Discharge. National Business Institute (November 12, 2019).

Other Employment Laws You Need to Know. National Business Institute (November 12, 2019).

Workplace Sexual Harassment in the #Metoo Era. Moderator. King County Bar Association (September 27, 2018).

Hiring, Retention & Advancement of Underrepresented Groups in The Legal Profession. WSBA Legal Lunchbox Series (May 29, 2018).

Sexual Harassment in The Workplace. 7-slide PPT. King County Bar Association ADR Section (February 8, 2018).

Management and Operations in the Nonprofit Sector. 24-slide PPT. University of Washington Class on Non-Profit Management (November 30, 2016 and November 15, 2017).

- Emerging Leaders: HR Tips for Small Businesses.* The Small Business Administration (October 11, 2012; September 14, 2014; September 14, 2015; August 22, 2016; September 18, 2017; August 27, 2018; and August 26, 2019).
- Ethical Issues in Pretrial Litigation.* Washington State Bar Association 12th Annual Ethics in Civil Litigation Institute (April 18, 2014).
- Small Business Employment Law Issues, Best Practices for Handling Workplace Investigation.* 35-page memo. The Seminar Group, (November 30, 2012 and February 12, 2014).
- Employment Law Update in Washington, EEO Law Update.* 27-slide PPT. Lorman Education Services, (September 12, 2013 and November 1, 2013).
- Advising Small Businesses 2012, Employment Issues.* 15-page memo. King County Bar Association, Seattle, WA (October 11, 2012).
- Role of The Disciplinary Board.* 6-slide PPT. King County Bar Association 2011 Annual Ethics Workout (December 14, 2011).
- Advising Small and Mid-Sized Businesses, Employment Agreements.* 19-slide PPT. King County Bar Association (May 18, 2011).
- Global Workplace Issues in a Shrinking World: A Survey.* 27-slide PPT. 18th Annual Washington State Bar Association Employment Law Institute (April 29, 2011).
- Investigating Workplace Complaints: EEO and Investigations.* Program Chair and Presenter. 11-page memo. King County Bar Association Beyond 101 Employment Law Update (December 9, 2010).
- Administering the Family and Medical Leave Act Under the Current Regulations in Washington: Handling Difficult Situations with Employees; Techniques and Considerations for FMLA-Related Conversations.* 45-slide PPT. Lorman Education Services (July 22, 2010).
- What Does Ethnic & Race Discrimination Mean in An Increasingly Diverse Workforce?* Washington State Bar Association 17th Annual Employment Law Institute (April 30, 2010).
- Multicultural Workplace: The Legal Implications of Greater Diversity.* 29-slide PPT. Washington State Bar Association 16th Annual Employment Law Institute (August 5, 2009).
- When Race is the Issue: Exploring Mediation Techniques to Keep Race on the Table.* Northwest Alternative Dispute Resolution (May 1, 2009).
- The Organization as a Client, Rule 1.13.* 33-slide PPT. Washington Council of School Attorneys, (April 24, 2009).
- Preliminary Issues: Who's on First? Pre-Report Investigative Challenges, Post-Report Investigative Challenges.* King County Bar Association 8th Annual Investigating Workplace Complaints Beyond 101 (December 5, 2008).
- Strategic HR: It Isn't Just About Building Widgets.* 5-page memo/notes. Western Washington University Ethics and Social Responsibility Executive Speaker Series (May 2, 2008).
- The Lawyer as Detective: Effective and Ethical Information; Working with Professionals; How and When to Work with Investigators and Consultants.* The King County Bar Association (March 7, 2008).

Cautionary Considerations for Workplace Investigations. 52-slide PPT. The Seminar Group 10th Annual Labor & Employment Law Seminar (August 16, 2007).

An Update on Harassment, Discrimination, and Retaliation. 22-page memo. National Business Institute Labor & Employment Law Update (November 13, 2006).

Managing the Risks of Employees & Technology: Email, Internet, and Pornography in the Workplace. 12-page memo. The Seminar Group (November 9, 2006).

Investigative Challenges: The Lawyer as Detective; How and When to Work with Investigators and Consultants. 4-slide PPT. King County Bar Association Annual Investigation Seminar (October 27, 2006).

Harassment: Big Cases of 2005/2006. The Seminar Group 9th Annual Labor and Employment Law Conference (August 25, 2006).

How to Investigate and Remedy A Sexual Harassment or Discrimination Complaint: Taking the Appropriate Precautions When Investigating These Volatile Issues. 20-slide PPT. Council on Education in Management (May 10, 2006).