

**REBEKAH J. SMITH, ESQ.**  
Arbitrator • Mediator • Impartial Neutral  
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## WORK EXPERIENCE

### **Seven Tree Solutions, LLC** **2005-present**

*Arbitrator and Mediator.* Impartial neutral since 2005, with a particular focus on labor and employment matters since 2020. Has issued decisions in many hundreds of administrative hearings and arbitrations and mediated hundreds of disputes.

Serves on the labor arbitration panels of the Federal Mediation and Conciliation Service, the American Arbitration Association, the Labor Relations Connection, the National Mediation Board, the fact-finding and mediator panels of the Maine Labor Relations Board, New Hampshire Public Employee Labor Relations Board Neutrals Roster, Montgomery County, Maryland, Disability Arbitration Board, and the Illinois Labor Relations Board mediator/arbitrator panel. Numerous permanent arbitration and mediation panels including Commonwealth of Massachusetts Alliance Labor Arbitration Roster (including AFSCME Council 93, SEIU Local 509, NAGE/SEIU, and MOSES), State of Maine and Maine Service Employees Association/SEIU Local 1989 Labor Arbitration and Mediation Roster, New York State Education Department 3020-a Teacher Tenure Arbitration Panel, and New York City Education Department 3020-a Teacher Tenure Arbitration Panel.

Alternate Neutral Chair (second term) of the Maine Labor Relations Board. Experience rendering arbitration awards across a variety of sectors and a range of issues in disciplinary and contract interpretation matters.

Has provided arbitration and mediation training in various settings including AAA sessions, the NAA/URI Schmidt Center Labor Arbitration Conference, and the Illinois Public Sector Conference and has published several articles on mediation and arbitration. She completed the FMCS Becoming a Labor Arbitrator Training in 2020, the AAA Labor Arbitrator I and II Trainings in 2020, and the NAA New England Chapter Salon Training Program in 2022 and has been mentored by multiple NAA arbitrators. Ms. Smith is a recent Past Board President of LERA—Maine and remains a member of the Board of Directors and is also a member of

National LERA and other local LERA chapters. She is also a member of the Labor and Employment Section of the American Bar Association.

Served as mediator for the Maine Human Rights Commission, Maine Department of Education, and private parties, primarily in labor and employment matters. Received a grant in 2012 to assist the Maine Human Rights Commission in developing a mediation program and conducted pilot mediations for one year before the implementation of a full roster of mediators.

Presided over administrative hearings and issued decisions or recommended decisions for a wide variety of state agencies responsible for professional licensing, criminal justice training, and retirement benefits.

Conducted independent investigations for educational, governmental, non-profit, and commercial organizations into a wide range of misconduct allegations, including discrimination and sexual misconduct.

**United States Court of Appeals for the First Circuit**  
**August 1999 - August 2000; September 2002 - September 2003**

*Law Clerk for Senior Judge Frank M. Coffin.* Analyzed appellate briefs, led case discussions, attended oral arguments, prepared draft opinions, edited others' draft opinions, and participated in Judge's public interest projects.

**Maine Equal Justice Partners**  
**August 2000 – August 2002**

*Skadden Fellow.* Selected as one of twenty-seven two-year Fellows in the country in August 2000, the first from the University of Maine School of Law. Analyzed legal issues and advocated for public policies. Represented individuals in due process hearings and court proceedings.

**Maine Supreme Judicial Court**  
**August 1998 – August 1999**

*Law Clerk for Chief Justice Daniel E. Wathen.* Analyzed appellate issues in written memoranda, attended oral arguments, prepared draft opinions, and assisted with speech and writing projects.

## **PROFESSIONAL ORGANIZATIONS**

**LERA – Maine.** President, Board of Directors. 2021 - 2023. Member, Board of Directors, 2019 – present.

**Boston LERA.** Member.

**Chicago LERA.** Member.

**National LERA.** Member.

**Maine State Bar Association.** Member. Former Vice Chair ADR Section. Member Employment Section.

**American Bar Association.** Member. Labor and Employment Section Member.

**Dispute Resolution Affinity Group.** Founder and convenor of dispute resolution organizations in Maine for quarterly discussion of joint initiatives to advance forms of dispute resolution including arbitration. 2018 - present.

**Maine Association of Mediators.** President, Board of Trustees, 2018 - 2020. Vice President, Board of Trustees 2020-2021. Ombudsman, 2021 - present.

**National Association of Hearing Officers.** Former Member.

## **EDUCATION**

**University of Maine School of Law**, Portland, Maine. J.D., May 1998.

*Magna cum laude.* Class rank: 3/89. Dean's List. Maine Law Review, Articles Editor. Legal Writing Instructor.

**Bowdoin College**, Brunswick, Maine. B.A. in Economics and Government, May 1993. *Cum laude.* Dean's List.

## **SELECTED RECENT DISPUTE RESOLUTION PRESENTATIONS/TRAININGS**

2020 to Current: Mentee of Sheila Mayberry, Esq., NAA Member (Former New England Region Chair) & Sherrie Rose Talmadge, NAA Member (Current New England Region Chair)

November 2025: LERA-Maine: Functional Labor Management Relationships

November 2025: Illinois Public Sector Labor Law Conference: Ask the Arbitrator (Presenter)

October 2025: URI Labor Arbitration Conference: Red Light Green Light (Presenter)

October 2025: Maine Association of Mediators: Relationship versus Adversarial Approaches to Mediation (Moderator)

September 2025: NARR Annual Conference

June 2025: IBEW BMT Conference: Arbitrator Panel (Co-Presenter)

May 2025: LERA-Maine: Current Trends in Collective Bargaining (Moderator)

March 2025: The Labor Guild: Mock Arbitration (Co-Presenter)

November 2024: LERA-Maine Annual Conference: Red Light/Green Light - How Arbitrators Decide (Presenter)

November 2024: URI Labor Arbitration Conference: An Arbitrator's Perspective on Openings and Closing Briefs (Presenter)

October 2024: The Labor Guild: Social Media and Free Speech in the Workspace

May 2024: NAA: Annual Meeting and Member Education Three-Day Conference

May 2024: National Association of Hearing Officials: How Due Process Matters to Litigants & Factors Influencing Witness Credibility Assessments

May 2024: LERA-Maine: Off-Duty Misconduct

January 2024: AAA: Is That Really What the Contract Says? (Presenter)

November 2023: URI Labor Arbitration Conference: Should the 7 Tests of Just Cause be Buried (Moderator)

April 2023: URI Labor and Employment Law Conference

January 2023: Center for Appropriate Dispute Resolution in Special Education: Hearing Officer Academy

November 2022 to June 2023: New England Region Salon led by NAA members (Participant in multi-month course)

November 2022: National Association of Hearing Officials: Professional Development Conference

November 2022: URI Labor Arbitration Conference: Due Process Violations (Moderator)

November 2022: LERA-Maine: Effective Labor Management Committees (Moderator)

October 2022: National Association of Hearing Officials: Ethics: Avoiding Impermissible Ex Parte Contact

September 2022: Maine Department of Education: Special Education Law Professional Learning

June 2022: LERA-Maine: Recent Legal Decisions in Employment Law and MLRB Update

May 2022: LERA-Maine: Hiring Practices in the New Economy

April 2022: FMCS: Arbitrating in the Federal Sector

March 2022: National Association of Hearing Officials: Professional Development Mini-Conference

March 2022: LERA-Maine: COVID's Impact on Labor Relations: What's Temporary, What's Here to Stay

November 2021: ATIXA: Civil Rights Investigator Level Four

October 2021: Maine Association of Mediators: Dialogue Across Difference in an Era of Polarization

October 2021: American Arbitration Association: Impartiality: Do You Know Where Your Biases Are?

June 2021: Maine State Bar Association: Remote Labor Arbitrations: How Far We've Come and Where Do We Go from Here? (Presenter)

June 2021: Maine Municipal Association: Mediation in Employment Matters (Presenter)

March 2021: National Association of Arbitrators Videoconferencing Task Force: Ethical Issues for Arbitrators in the Age of Videoconferencing

March 20201: LERA: The Future of Workplace Dispute Resolution

March 2021: National Association of Arbitrators, New England Chapter: Evidentiary Issues

January 2021: Maine State Bar Association: Remote Proceedings in Mediations & Arbitrations (Presenter)

November 2020: AAA: Labor Arbitrator II

October 2020: Federal Mediation and Conciliation Services: Becoming a Labor Arbitrator

August 2020: Maine State Bar Association ADR Section: How to Effectively Make the Most of Zoom Mediation: Better Understanding How to Prepare and Participate in a Virtual Mediation (Presenter)

June 2020: AAA: Labor Arbitrator I

May 2020: Maine Association of Mediators: Conducting Remote Videoconference Mediation (Presenter)

May 2020: Court Alternative Dispute Resolution Services: What Are They Thinking? Neuroscience, Cognitive Bias and the Use of Questions and Reflections in Mediation

April 2020: Maine Association of Mediators: Mediation Agreements & Insurance Considerations (Presenter)

September 2019: LERA – Maine: Independent Investigations and Recognizing Unconscious Bias

March 2018: LERA – Maine: Ask the Arbitrator (Presenter)

## **SELECTED RECENT PUBLICATIONS**

*George Mitchell, Esq., Interview by Sheila Mayberry, Esq.* NAA Chronicle (Spring 2025).

*Maine Labor Relations Board Confirmation of Neutral Chairs.* NAA Chronicle (Spring 2025).

*Beyond the Law: Rebekah Smith.* Authored by Dan Murphy, Esq. Maine Bar Journal (Fall 2024).

*A Review of Just Cause Presentation at URI Labor Arbitration Conference.* NAA Chronicle (Spring 2024).

*ADR in Maine: A Legacy of Female Leadership.* Maine Bar Journal (2021).

*If You Want to Revive Civility, Choose Mediation over Litigation.* Co-authored with Peter Schroeter, Esq. Maine Town and City (2019).

*Mediation Practice Tips.* Maine Lawyers Review (2018).

**REBEKAH J. SMITH, ESQ.  
FEE SCHEDULE**

Hearing/Study Rate: \$1,900 per day. Cancellation Fee: \$1,900 per day with less than 14 days' notice.  
Travel: Reasonable travel expenses may be assessed from Chicago, Illinois, address.  
Available to conduct remote and in-person proceedings.