



Sofia D. Mabee

Labor/Employment
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Profile Introduction

Sofia represents public and private entities in a wide range of labor and employment matters, including collective bargaining, federal and state employment law compliance, grievances, unfair labor practice complaints, wage and hour claims, and wrongful termination. Sofia appears before federal and state agencies, including the Washington State Public Employment Relations Commission, the National Labor Relations Board, the United States Equal Employment Opportunity Commission, and in state and federal courts. Sofia began her practice as an Assistant City Attorney in Central Washington and she continues to assist her public sector clients with general municipal matters.

Publications & Speaking Engagements

- Speaker, WSBA Labor & Employment Section Mini-CLE, "Advising Unions and Employers on Washington's Sick Leave Law," February 2018
- Speaker, Labor Relations Institute, "Basics of Bargaining," & "The Public Records Act, Personnel and Bargaining Records," May 2017
- Speaker, WAPELRA Presentation, "Washington State Family Medical Leave Law and Mandated Paid Sick Leave," October 2017
- Speaker, WAPRO Fall Conference Panel, "HR/Personnel/Collective Bargaining Records and the PRA," October 2017
- Speaker, WAPELRA Presentation, "The Do's and Don'ts of Conducting Performance Evaluations," November 2016
- Speaker, NPELRA Webinar, "Are Your Fitness for Duty Practices Fit for Duty?," October 2016



- Speaker, Labor Relations Institute, "Help Wanted: Recruiting and Hiring Employees," May 2016
- Speaker, Labor and Employment Relations Association 39th Annual Collective Bargaining & Arbitration Conference, "Consult a Labor Lawyer," March 2016
- Speaker, Washington Association of Public Records Officers (WAPRO) Fall Conference, "Social Media/Texting," October 2015
- Speaker, Washington Public Employer Labor Relations Association (WAPELRA) Fall Conference, "Defending Your Camp: Countering Union Negotiating Tactics," September 2015
- Speaker, Association of Washington Cities Labor Relations Institute, "Recruitment and Selection in the Changing World," May 2015
- Speaker, Association of Washington Cities Labor Relations Institute, "FLSA Refresher - Overview of Troublesome Overtime Issues for Public Employers," May 2014
- Speaker, Association of Washington Cities Labor Relations Institute, "Interest Arbitration from A to Z," May 2014
- Speaker, Labor and Employment Relations Association, "Every Move You Make: Security Cameras at the Workplace," April 2014
- Speaker, NPELRA Labor Relations Academy II, "Role of Arbitration in Union/Management Relations and Responding to Grievances Before Arbitration," September 2013
- Speaker, NPELRA Labor Relations Academy I, "Duty to Bargain and the Scope of Bargaining," September 2013
- Speaker, Association of Washington Cities (AWC) Labor Relations Institute, "Fitness-for-Duty: Walking the Medical-Legal Tightrope," May 2013
- Speaker, Washington Association of Public Records Officers (WAPRO) Spring Conference, "Personnel Records: Hot Issues and Practical Solutions," April 2013
- Panelist, Washington Public Employer Labor Relations Association (WAPELRA) Spring Conference, "Clear Contract Language," March 2013
- Speaker, Association of Washington Cities (AWC) Labor Relations Institute, "Employee Information and Public Records Disclosure Obligations," April 2012
- Panelist, Washington Association of Public Records Officers (WAPRO) Spring Training, "Public Records Requests and Personnel Records," April 2012
- Speaker, Washington Public Employer Labor Relations Association (WAPELRA) Fall Conference, "Are your Fitness for Duty Practices Fit for Duty?," September 2011
- Speaker, National Business Institute, "Current Challenges in Local Government Law: Human Resources Issues," November 2010
- Panelist, Washington Association of Public Records Officers (WAPRO) Fall Training, "Personnel Records," October 2010
- Speaker, Association of Washington Cities (AWC) Labor Relations Institute, "Legal Ramifications of the Social Media Explosion: An Employer's Guide" April 2010
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Speaker, Washington State Transit Insurance Pool (WSTIP) webinar, "Curbing Absenteeism: Using Recent Change to the FMLA to the Employer's Advantage," December 2009

- Speaker, Washington Public Employer Labor Relations Association (WAPELRA) Fall Conference, "FLSA Hot Topics: Donning and Doffing, Furloughs, Take Home Vehicles & Training," September 2009
- Panelist, MAMAS Brown Bag Luncheon, "Perceptions of Women in the Legal Profession," May 2009

Memberships

- American Bar Association
- Washington State Bar Association
- King County Bar Association
- Washington State Association of Municipal Attorneys (WSAMA)

Honors

- Ranked in *Chambers USA* (2018-2020)
- Seattle University School of Law Presidential Scholarship
- Seattle University School of Law Dean's List honors
- Four CALLI awards for first in class at Seattle University School of Law
- Georgetown University Dean's List honor

Community Service

- Yakima YWCA (board member, 2004–2008, Treasurer 2005–2007)
- Seattle Repertory Theatre Crew (board member, 2009–2010)

Education

- Seattle University School of Law (J.D., 2001, *summa cum laude*)
- Georgetown University (B.A., history and philosophy, 1996)

Bar Admissions

- Washington State
- United States District Court, Western District of Washington
- United States District Court, Eastern District of Washington
- United States Court of Appeals for the Ninth Circuit