

# KRISTEN KUSSMANN

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## Experience

### **General Counsel, PROTEC17, Seattle WA**

January 2025 to present

- Advise union leadership and staff on all legal matters
- Provide strategic guidance
- Represent Union in arbitrations and before the Public Employment Relations Commission (PERC) in unfair labor practice (ULP) and representation cases, including all aspects of case preparation and negotiation of settlements
- Advise Union on personnel matters
- Serve on leadership team

### **Of Counsel, Barnard Iglitzin & Lavitt, LLP, Seattle, WA**

December 2022 to December 2023 and September 2024 to December 2024

- Represented unions in arbitration and mediation, at the National Labor Relations Board (NLRB), and before PERC
- Served as chief negotiator for contract and issue bargaining, including advising on all aspects of contract campaigns, ULPs, and political strategy
- Advised unions on strategy and policy

### **Labor Counsel, Washington State Nurses Association, Seattle, WA**

December 2023 to September 2024

- Served as chief negotiator in contract bargaining; advised on all aspects of contract campaigns
- Advised union and union staff on grievances, organizing, issue negotiations, and issue campaigns
- Represented union in representation cases and at arbitration

### **Attorney/Owner, Law Office of Kristen Kussmann, PLLC, Seattle, WA**

July 2021 to November 2023

- Represented labor unions in arbitration, at the NLRB and PERC, and in federal and state court
- Advised unions on strategic matters
- Represented union in state court litigation over bargaining unit member retirement benefits, resulting in appellate win

### **Consultant, City of Seattle Office of Immigrant and Refugee Affairs, Seattle, WA**

June 2020 to October 2021

- Served as COVID-19 Emergency Coordinator for Cities for Action, a pro-immigrant coalition of U.S. mayors and county executives

- Researched, analyzed, and advised on city and county immigrant-inclusive policy responses to COVID-19 pandemic
- Tracked and analyzed federal and state COVID-19-related policies and legislation of import to immigrant communities; presented at trainings and prepared materials

**Partner and Of Counsel, Douglas Drachler McKee & Gilbrough, Seattle, WA**

October 2013 to March 2020

- Represented labor unions in all aspects of cases in federal and state court, at arbitration and mediation and before the NLRB and PERC; this included representing clients at hearings, researching and writing complaints, motions, briefs, and other documents, conducting discovery, arguing motions, and presenting oral argument in appellate courts
- Counseled unions on all aspects of contract negotiations
- Negotiated numerous settlements in many contexts, including representation cases, large monetary resolutions, and reinstatement of terminated members
- Advised unions on strategic and personnel matters
- Supervised of counsel and associate attorneys

**Union Representative, PTE Local 17 (now PROTEC17), Seattle, WA**

January 2010 to October 2013

- Represented union in mediation, arbitration, and negotiations
- Served as team lead and chief negotiator for issue bargaining

**Staff Attorney, Northwest Immigrant Rights Project, Seattle, WA**

August 2002 to July 2009

- Won dozens of cases before Department of Homeland Security, in Immigration Court, and at Board of Immigration Appeals, including citizenship, family visa, asylum, and deportation defense
- Provided technical assistance and consultations to attorneys, organizations, and individuals
- Trained service providers on immigration issues and presented at CLEs
- Supervised Legal Advocates and law student interns and managed contract with funder

**Education**

**J.D., University of Washington, Seattle, WA**

- Research Assistant to Professor Anita Ramasastry
- Advisory Board, Immigrant Families Advocacy Project
- Represented clients granted asylum in Immigration Clinic at Northwest Immigrant Rights Project
- Worked as Legal Advocate at Northwest Immigrant Rights Project
- Mediated cases in Mediation Clinic

**A.B. *Magna Cum Laude* with High Honors, Mount Holyoke College, South Hadley, MA**

- History major, Politics minor
- Member, Phi Beta Kappa and Phi Alpha Theta (history honor society)

## **Bar Memberships**

Washington State Bar Association  
Ninth Circuit Court of Appeals  
Western District of Washington

## **Select Professional Activities**

*Pro bono* attorney, Northwest Immigrant Rights Project, 2000 to 2002 and 2016 to present  
Member, Board of Directors, Northwest Immigrant Rights Project, 2013 to 2019

- Served as Secretary, Chair of Personnel Committee, and on various committees
  - Oversaw and executed performance evaluations and salary reviews of executive director
- Washington Law and Politics Rising Star, 2002-2004