



## SEBRIS BUSTO JAMES

**Matthew W. Lynch**  
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**Matt Lynch** serves as Of Counsel for SEBRIS BUSTO JAMES. Matt has represented private and public sector employers in all aspects of labor relations, and has negotiated hundreds of collective bargaining agreements, represented management in grievances and labor arbitrations, and handled many cases in front of the National Labor Relations Board. In addition, Matt has advised employers in both day-to-day and strategic employee relations issues, including discipline and discharge, employee leaves, employment agreements, policy development, handbooks, wage and hour and discrimination, and conducted workplace investigations focusing on discrimination and misconduct allegations. Before joining the firm, Matt was the Director of Labor Relations Services and General Counsel for the largest employer association in the Pacific Northwest, having been with that association for over 24 years. He also served as a management trustee on a Taft-Hartley insurance trust. Matt has extensive experience in assisting employers in the healthcare, print and broadcast media, education and non-profit sectors.

### **PRACTICE FOCUS**

- Collective Bargaining
- Labor Arbitration
- Unfair Labor Practices
- Discrimination Claims
- Union Election Cases
- Wage & Hour Matters
- Medical Leaves
- Wrongful Discharge Matters
- Policies and Handbooks
- Workplace Investigations
- Noncompetition/Trade Secrets
- Strike Avoidance and Management

### **PROFESSIONAL AND COMMUNITY ACTIVITIES**

Matt is a member of the Washington State Bar Association and is admitted to practice in the Ninth Circuit Court of Appeals. He is also a member of the Society for Human Resource management (SHRM), the Lake Washington Human Resource Management Association, and the Washington State Healthcare Human Resources Association. When not serving employers, you'll find Matt at Crystal Mountain, where Matt is a volunteer ski patroller and trainer in outdoor emergency care and avalanche dynamics and safety for the National Ski Patrol.

## **EDUCATIONAL BACKGROUND**

Matt received his law degree from Washington University in St. Louis, where he was Notes and Comments Editor for the *Journal of Urban and Contemporary Law*. He received his undergraduate degree with honors from the University of Chicago.