

Randel Keith Johnson

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EXPERIENCE

Distinguished Immigration Scholar Cornell Law School, Ithaca, New York

09/2022 - Present

Develop and promote reasonable, targeted immigration reform proposals which are both politically feasible and have substantive impact. Draft major paper on the rule of law and immigration enforcement, awaiting publication. Teach part time. Pending course on the interconnections of employment and immigration law and policy, to be taught at Syracuse University College of Law. Fundraising.

Judge, Administrative Review Board United States Department of Labor, Washington, D.C.

08/2020 – 06/2022

Appointed by Secretary of Labor Gene Scalia, served as one of five judges in adjudicating, primarily, decisions by DOL Administrative Law Judges under whistleblower regulatory protections governing the financial services, trucking, aviation and environmental areas. Generally affirmed by the relevant courts of appeals. Other areas included cases under the Office of Federal Compliance Programs (OFCCP), Davis-Bacon, Service Contract Act and immigration prevailing wage and enforcement issues.

Partner, Labor and Employment Seyfarth Shaw, Washington, D.C.

01/2018 – 07/2020

Partner in a major international law firm with cross divisional practice primarily based in employment law, with focus on representing the perspective of employers on Capitol Hill and on agency initiatives. This work involved orchestrating testimony and comments to regulations and developing constructive alternatives when appropriate. Work also included determining, with members of the subject matter expert teams, appropriate lines of argument for amicus briefs and educating clients on new legislative compliance issues.

Senior Vice President, Labor, Immigration, & Employee Benefits United States Chamber of Commerce, Washington, D.C.

12/1997 – 12/2017

Was responsible for determining the Chamber's position and setting strategy regarding a wide variety of issues, both regulatory and legislative, that fall within the jurisdiction of this division. These included areas such as pension funding reform and health care; civil rights including OFCCP and Section 503; wage and hour; workplace safety and health; labor; and comprehensive immigration reform, including visa and border policy. Testified in front of the Congress and regulatory agencies and widely quoted in the media. Negotiated with a variety of groups on changes to the Nation's labor laws. Supervised staff of 13.

Labor Counsel and Coordinator Committee on Education and Labor, United States House of Representatives, Washington, D.C.

11/ 1988 – 12/1997

Supervised a staff of approximately 10 professionals and was responsible for all employment policy and legal issues before the Committee. Work on the Committee principally centered on legislative activity under the Occupational Safety and Health Act, the National Labor Relations Act, the Family and Medical Leave Act, the Fair Labor Standards Act, the Civil Rights Act of 1991, and the Americans with Disabilities Act of 1990. Extended the Nation's labor laws to the Congress in 1995 (including private causes of action) and oversaw much of the initial implementation under the Congressional Accountability Act.

Special Assistant to the Solicitor of Labor Office of the Solicitor, United States Department of Labor, Washington D.C.

10/1985 – 11/1988

Served as primary staff level liaison between the Department of Labor and the Office of Management and Budget (OMB) concerning regulatory matters. This work required review of all regulations to be submitted to OMB under Executive Order 12291, representation of the Department's position before OMB, and ensuring proper senior level management involvement in negotiations when necessary. Responsibilities as Special Assistant also included briefing, on a weekly basis, the Solicitor on major legal and policy issues to be considered by the Policy Review Board (the Department's senior policy council) and performing special projects as requested. Although work involved virtually all statutes and executive orders within the jurisdiction of the Department, areas of particular expertise were the Administrative Procedure Act, the Occupational Safety and Health Act, OFCCP, the Fair Labor Standards Act, the Paperwork Reduction Act, and the Equal Access to Justice Act.

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Associate Director, Loss Prevention and Control
Associate Director, Human Resources and Equal Opportunity
National Association of Manufacturers, Washington, D.C.

12/1983 – 10/1985
01/1983 – 12/1983

Represented the NAM before Congress and various federal agencies in assigned issue areas. Specific Responsibilities included developing working relationships with congressional committees, key agency staff, NAM members, and other trade associations; informing NAM members of legislative and regulatory developments and formulating consensus positions as needed; preparing comments, statements and testimony on proposed regulations and for congressional hearings; participating in meetings with various outside organizations; appearing as guest speaker at conferences; organizing membership meetings.

As Associate Director, Loss Prevention and Control, assigned issue areas included workplace safety and health, workers' compensation, occupational disease, product liability, government contractor indemnification, and toxic torts.

As Associate Director, Human Resources and Equal Opportunity, assigned issue areas were equal employment opportunity statutes and regulations, particularly OFCCP, and human resource issues such as immigration reform, vocational education, and worker retraining.

Attorney – Advisor **12/1979 – 12/1983**
Office of Administrative Law Judges, United States Department of Labor, Washington D.C.

Advisor to administrative law judge. Responsibilities included pre-trial briefing of cases and drafting of decisions and orders pertaining to formal adversary proceedings arising under OFCCP, the Longshoremen's and Harbor Workers' Compensation Act, the Federal Coal Mine Safety and Health Act, and the Immigration and Nationality Act. Work was principally in the OFCCP area.

BAR ADMISSIONS

District of Columbia and Maryland. Respective federal courts, including the U.S. Supreme Court

EDUCATION

Graduate Certificate, Senior Managers in Government Program

John F. Kennedy School of Government, Harvard University, Cambridge, Massachusetts

Master of Laws, Labor Relations

Georgetown University Law Center, Washington, D.C.

Juris Doctor

University of Maryland School of Law, Baltimore, Maryland

Bachelor of Arts

Denison University, Granville, Ohio

United Nations Semester; Drew University, Madison, New Jersey

ARTICLES/MAJOR PAPERS (include, but not limited to)

“Legal Implications of Compliance and Non-compliance with Safety and Health Governmental Standards, National Consensus Standards, and Internal Corporate Guidelines,” published in the August 1985 issue of *Chemical Engineering Progress of the American Institute of Chemical Engineers*.

“Recent Judicially Developed Limitations on Disparate Impact Analysis under Title VII of the Civil Rights Act of 1964,” Master of Laws Thesis, July 1984, Georgetown University Law Center.

PROFESSIONAL MEMBERSHIPS

The College of Labor and Employment Lawyers

American Bar Association – Member: Labor Relations and Employment Law Section Member

District of Columbia Bar Association

Maryland State Bar Association

Business Research Advisory Council – Past Member: Committee on Occupational Safety and Health, Bureau of Labor Statistics