



S. Campbell Badger Attorney

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Bio

Campbell Badger leads the firm's Labor Relations Sub-Group, the largest collective bargaining practice group in Northern New England. For over 28 years, Campbell has dedicated his practice to labor and employment law; he represents public and private employers, and Tribal Nations and their enterprises, in all aspects of labor, employment, and labor relations matters. He represents employers at the bargaining table negotiating for both initial and successor contracts; before administrative agencies involving unit determinations, merger and modification proceedings, and unfair labor practice proceedings; and in contract grievance arbitrations involving employee discipline and contract interpretations.

Campbell has successfully negotiated over 175 collective bargaining agreements with unions including the United Steelworkers, Teamsters, IAM & AW, IBEW, SEIU, OPEIU, Operating Engineers Union, AFSCME, the Maine State Employees Association, and the Maine Education Association. Campbell has represented employers in the manufacturing, paper, machining, casino, hotel, and security industries as well as public schools, towns, nonprofits, and quasi-municipal entities. He represents employers when purchasing companies with a union workforce and advises on their obligations under the NLRA. In addition, Campbell consults on compliance with discrimination laws, wrongful discharge, and wage/hour issues, and defends employers before the Maine Human Rights Commission, the Maine Labor Relations Board, and the National Labor Relations Board.

Campbell also advises Tribal Nations and their enterprises on personnel, employment, and labor relations matters, including union-organizing drives, collective bargaining, and the adoption of Tribal laws governing

Practice Areas

Employment & Labor
Collective Bargaining
School & Education
School Employment
Tribal Nations Law
Tribal Nations Business
Enterprises
Tribal Nations Labor &
Employment

Admissions

Little River Band of Ottawa
Indians Tribal Court
Maine
Pueblo of Laguna Tribal Court
Snoqualmie Tribal Court
Suquamish Tribal Court

labor relations and employment matters. Campbell created and implemented the Native American Human Resource Profession certification program, a national training program for human resource professionals in Tribal governments and Tribal enterprises with the National Native American Human Resources Association. This extensive three-and-one-half-day workshop provides human resource directors and associates with the practical knowledge and skills they need to handle unique employment challenges as well as the necessary tools to protect and promote self-determination and prevent further federal intrusion in sovereign matters.

Education

University of Maine School of Law, J.D., *cum laude*, 1993

University of Massachusetts, B.A., *cum laude*, 1987

Recognition

Best Lawyers USA, Employment – Management (2020-2024)

Best Lawyers USA, Labor Law-Management (2020-2024)

Best Lawyers USA, Labor Law – Union (2022-2024)

Labor Union Lawyer of the Year, Portland, ME (Awarded by Best Lawyers) 2023

Memberships

American Bar Association

Maine State Bar Association

National Council of School Board Attorneys

Maine Council of School Board Attorneys

Community/Public Service

The Center for Grieving Children
Facilitator

Ryan House Project for Homeless Teens
Board Member