

## Elisabeth A. Brady

COUNSEL



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### Practice Groups

Labor & Employment

### Overview

Elisabeth Brady is an experienced labor and employment attorney with a strong background in public sector labor relations, collective bargaining, and administrative adjudication. She brings a strategic and practical approach to advising organizations on complex workplace issues, including contract interpretation, grievance handling, and compliance with state and federal employment laws.

Prior to joining Bassford Remele, Elisabeth held multiple senior roles within Minnesota state and local government, where she provided high-level labor relations counsel to large, complex agencies. She served as Senior Assistant Ramsey County Attorney, representing the Ramsey County Board and departments in contested employment and labor matters including arbitrations, discipline and discharge hearings, unfair labor practice claims, and charges of discrimination.

As a Labor Relations Manager with the Minnesota Department of Transportation and the Minnesota Department of Health, Elisabeth oversaw labor relations operations for large executive branch agencies employing thousands of unionized workers, advising leadership on sensitive employee relations matters, conducting investigations, and guiding compliance with applicable laws and policies. She also supervised and developed professional staff, strengthening internal capabilities and ensuring consistent, risk-aware decision-making.

Elisabeth's extensive experience includes serving as a Labor Relations Consultant with Minnesota Management and Budget, where she acted as lead spokesperson in the state's collective bargaining negotiations and represented state agencies as first-chair advocate in arbitration proceedings. In that role, she independently prepared and presented contested cases involving discipline and discharge, drafted legal briefs and memoranda, and advised agencies on the application of labor agreements and statutes such as the Public Employment Labor Relations Act and the Minnesota Government Data Practices Act. She also regularly trained managers and HR professionals on labor and employment law topics.

In addition, Elisabeth served as a Human Services Judge on an intermittent basis, conducting administrative hearings for multiple state entities. In that neutral adjudicatory role, she evaluated evidence, applied relevant law, and issued independent recommended decisions, further strengthening her analytical and decision-making skills.

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Elisabeth is known for her thoughtful counsel, strong advocacy, and ability to navigate complex labor environments with clarity and precision.

## Education & Admissions

### Education

- Mitchell Hamline School of Law, J.D.
  - *Journal of Public Law & Policy*, Board of Editors
  - *Certificate in Dispute Resolution*, Dispute Resolution Institute
- University of Wisconsin-Madison, B.A.
  - *Phi Beta Kappa*

### Bar Admissions

- Minnesota

### Judicial Appointment

- Minnesota Department of Human Services, Human Services Judge, 2020-2021

## Experience

### Representative Cases

- Successfully upheld employment termination determinations on behalf of Ramsey County, the Minnesota Department of Human Services, and the Minnesota Department of Public Safety.

### Seminars

- *The New Department of Children, Youth, and Families*, presenter, Minnesota Attorney General's Office CLE, November 13, 2024

## **Elisabeth A. Brady**

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### **Professional & Civic**

#### **Bar Associations**

- Minnesota State Bar Association
  - Labor and Employment Law Section
- Ramsey County Bar Association

#### **Civic Involvement**

- Mahtomedi Public Schools, Volunteer
- Mahtomedi Soccer Association, Youth Coach