



# Clare Hudson Payne

Labor & Employment

## **BANGOR OFFICE**

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## **Assistant**

Margaret Sudborough

## **Of Counsel**

Clare's practice is focused on employment law. She represents a broad spectrum of clients including public, private, and non-profit employers. She provides client representation before arbitrators, the National Labor Relations Board, Maine Labor Relations Board, Maine Human Rights Commission and Unemployment Commission. Clients consult with Clare on a regular basis regarding personnel handbooks and policies; questions relating to FMLA, discipline, discharge, Wage and Hour, sexual harassment investigations, and other employment matters.

Clare served on the Maine Board of Bar Examiners from 1988 through 2000. She also served as Co-Chair of the Labor and Employment Law Section of the Maine State Bar Association from 1994 through 1996. She is a frequent speaker at seminars featuring labor management issues.

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### Bar Admissions

- State of Maine
- Federal District Court
- 1st Circuit Court of Appeals

### Education

- Villanova University School of Law, J.D., 1979
- Trinity College (CT), B.A., 1973
- The Madeira School, 1970

### Memberships & Affiliations

- Maine Board of Arbitration and Conciliation, Employer Representative
- Eastern Maine Healthcare Systems, Corporator
- Bangor Nursing & Rehabilitation Center, Board of Directors & Executive Committee
- John Bapst Memorial High School, Board of Trustees & Executive Committee, Chair Board of Trustees
- Phillips-Strickland House, Corporator and Chair, Personnel Committee
- Maine Business & Employment Law, Board of Editors
- Maine Agricultural Bargaining Board, Member, 1999-2005
- Town of Holden, Town Council, 1994-2006, including terms as Chair & Vice Chair
- Eastern Maine Dressage Association, Former Member, Board of

- Directors
- Maine Board of Bar Examiners, 1988-2000, Member
- Labor and Employment Law Section, Maine State Bar Association, Co-Chair, 1994-1996, 2008
- Pine Tree 4-H Foundation, Former Member, Board of Trustees
- Abnaki Girl Scout Council, Former Member, Board of Directors
- Maine Equine Industry Association, Former Member, Board of Directors
- YWCA, Former Member, Board of Directors and Executive Committee

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