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**ATTORNEY GENERAL  
DEPARTMENT OF JUSTICE**

33 CAPITOL STREET  
CONCORD, NEW HAMPSHIRE 03301-6397

GORDON J. MACDONALD  
ATTORNEY GENERAL

JANE E. YOUNG  
DEPUTY ATTORNEY GENERAL



December 10, 2018

His Excellency, Governor Christopher T. Sununu  
and the Honorable Council  
State House  
Concord, New Hampshire 03301

Your Excellency and Members of the Council:

**REQUESTED ACTION**

That approval be and hereby is given to the Attorney General to appoint Erik Bal, (Position #9U360, Appropriation #02-20-20-201010-2620-013-500132) as an Attorney at a salary level of \$62,500, effective upon Governor and Executive Council approval or December 21, 2018, whichever is the latter.

**EXPLANATION**

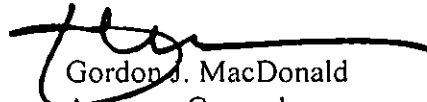
Mr. Bal is a resident of Hampton Falls and is a member of the New Hampshire Bar. He received his law degree from the University of Minnesota Law School in 2015, and an undergraduate degree in Political Science in June, 2006. In September and October 2015, Mr. Bal worked as a Fellow at the Minnesota Court of Appeals for Judge Louise Dovre Bjorkman in St. Paul, Minnesota. From November 2015 through October 2018, Mr. Bal was an Associate at Rice, Michels & Walther LLP in Minneapolis, Minnesota. In light of Mr. Bal's experience, I am requesting he be appointed as an Attorney at a salary of \$62,500. He will be assigned to the Civil Bureau as a litigator and client counselor. A copy of his resume is attached.

RSA 94:1-a(1)(c)(3) provides that designation of positions, salary levels, and salary increases for attorneys at the Department of Justice shall be determined by the Attorney General, subject to approval of the Governor and Council, within appropriations made to the Department of Justice.

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I am very pleased to offer Mr. Bal's appointment as an Attorney at the above-referenced salary for your approval and respectfully urge your favorable consideration. Thank you.

Respectfully submitted,



Gordon J. MacDonald  
Attorney General

#2241025

# ERIK BAL

## EDUCATION

**University of Minnesota Law School, Minneapolis, MN**

J.D., concentration in Labor & Employment Law, 2015

*Managing Editor, ABA Journal of Labor & Employment Law*

*Honors:* Minnesota Justice Foundation Public Service Award, 2015; Dean's List, 2014-2015; Dean's List, 2012-2013

*Activities:* Fighting Mondales Hockey Club: Captain  
Office of Admissions: Head Student Ambassador

**University of Minnesota, Minneapolis, MN**

B.A., Political Science, June 2006

## LEGAL EXPERIENCE

*Associate, Rice, Michels & Walther LLP, Minneapolis, MN, November 2015 – October 2018*

- Serve as general counsel for an independent board of municipal government, including drafting ordinances, construction contracts, and appeal of \$1.2 million deobligation of Public Assistance funds by the Federal Emergency Management Agency.
- Advocate interests of Union members through representation of grievants in disciplinary proceedings including arbitration and drafting an amicus curiae brief to the Minnesota Supreme Court advocating Union's interest.
- Protect pensions of volunteer firefighters by drafting amendments to the Relief Association's Retirement Benefit Plan, defend amendments through litigation, negotiate and implement settlement agreement that provides an additional \$1,000 per year of service pension benefit and \$250 per year of service severance pay to each member.

*Fellow, Minnesota Court of Appeals – Judge Louise Dovre Bjorkman, St. Paul, MN, September 2015 – October 2015*

- Review evidentiary record and parties' briefs and conduct relevant legal research.
- Draft bench memorandum to three-judge panel regarding case.
- Prepare initial draft of court's opinion.

*Student Volunteer, National Labor Relations Board Region 18, Minneapolis, MN, September 2014 – December 2014*

- Investigate Unfair Labor Practice charges against Employers and Unions by taking affidavits, reviewing documentary evidence, and researching relevant case law.
- Make written merit decision recommendations to the Regional Director.
- Orally defend my recommendations to the Regional Director and Supervisory Attorney.

*Supplemental Instructor, Professor Daniel Schwarcz, University of Minnesota Law School, Fall 2013/2014*

- Prepare and lead biweekly supplemental lesson plans for 1L Contracts class.
- Meet with Professor to discuss class progress, difficulties, and concerns.
- Work with students individually and in small groups to develop and deepen understanding of course material.

*Law Clerk, Education Minnesota, St. Paul, MN, April 2014 – August 2014*

- Research and draft a breach of contract complaint and duty of fair representation motion to dismiss.
- Research case law and arbitration decisions regarding implied just cause provisions, employee eligibility under the American with Disabilities Act, and reasonable accommodations in preparation for grievance proceedings.
- Draft appeals of Long Term Disability claim denials.

*Supplemental Instructor, Professor June Carbone, University of Minnesota Law School, Spring 2014*

- Duties similar to those described above for 1L Property class.

*Research Assistant, Professor Stephen Befort, University of Minnesota Law School, Summer 2013*

- Research recent developments in the field of Employment Law.
- Write and edit eight chapters of the pocket part update of the Minnesota Practice Series Employment Law and Practice Guide.
- Cite check five chapters of the casebook *ADR in the Workplace*.

*Extern, Judge Bruce Peterson, Fourth Judicial District, Minneapolis, MN, June 2013 – August 2013*

- Write the initial drafts of judicial orders.
- Research case law relevant to court proceedings and motions.
- Actively observe criminal and civil proceedings.