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**Professional Employment**

**August 2006 – Present – Vice President – Employee Relations – Centura Health.**

Responsible for strategy and resolution regarding all employee relations issues for 13,000+ associates across acute care, senior care, home health care and corporate facilities. Other areas of responsibility include system wide employee health issues, workers compensation, labor/union strategy, all employment law issues, policy development and implementation, and training relevant to these areas. Served as Interim Senior Vice President for Human Resources for Centura Health from 1/1/09 thru 8/15/10. As Interim Senior Vice President, served on Executive Council for organization and responsible for strategy and operations of all Human Resources functions for Centura Health.

**November 2003 – August 2006- Deputy City Attorney -- City and County of Denver**

*Appointed by Mayor John W. Hickenlooper.* With City Attorney Cole Finegan, responsible for the management, motivation, and administration of the City Attorney's Office which is comprised of 94 attorneys and 96 support staff, divided into five (5) sections. Provides strategic direction regarding numerous issues affecting the City and County of Denver including, but not limited to: police department engagement; employee performance, management, engagement and benefits; homelessness initiatives; unions; and bonus plan implementation. Responsible for management of approximately \$18 million budget for City Attorney's Office. Also responsible for managing and directing legal functions for the City and County of Denver with special emphasis on Litigation, Human Resources, Human Services, and Prosecution and Code Enforcement.

**April 2001 – November 2003 Associate General Counsel/Director of Employee and Labor Relations -- Centura Health**

*Employment Law, Labor Law, Health Law, Human Resources, Corporate Law*

- Responsible for employment and labor matters for 12,000 employee workforce, including claims under Title VII, the Fair Labor Standards Act, the Family and Medical Leave Act, the Americans with Disabilities Act, and the National Labor Relations Act.
- Negotiate collective bargaining agreements with Communication Workers of America and American Federation of Teachers.
- Member of HR Council and part of corporate team involved in strategic decision making for human resources related issues.
- Advise human resources professionals regarding investigations from the Equal Employment Opportunity Commission, the Colorado Civil Rights Division, the Department of Labor, and the National Labor Relations Board.
- Provide advice regarding employment and health related compliance issues including Affirmative Action requirements, EEO, Department of Labor, and HIPAA.
- Provide training in all areas of employment law, including the Family and Medical Leave Act, sexual harassment, and background checks.
- Management of outside counsel.
- Draft and negotiate various contracts including benefits and employment related agreements.

**January 2001 - March 2001 Contract Attorney -- Graphic Packaging Corporation, Inc.  
Corporate Law, Employment Law**

- Assist in-house legal department in drafting, review, and negotiation of contracts including non-disclosure agreements, sales and purchase agreements, and other transactions relating to production facility.

- Management of outside counsel for litigation of employment matters.

**April 1999 – July 2000 Human Resources Litigation/Advice Attorney – U S WEST, Inc. Employment Law, Labor Law, Human Resources.**

- Responsible for employment litigation and labor arbitration matters including claims under Title VII, the Fair Labor Standards Act, the Family and Medical Leave Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and ERISA matters.

- Management of outside counsel for litigation.

- Supervise staff responsible for Off Duty Misconduct/Preplacement Verification.

- Prepare budget for outside and inside counsel expenses on a case by case basis.

- Prepare Litigation Risk Analysis for pending litigation.

- Advise investigators and review responses to the Equal Employment Opportunity Commission, the Colorado Civil Rights Division, various agencies regarding Affirmative Action requirements, and internal EEO investigations.

- Advised Corporate Compliance Department regarding various issues relating to Code of Business and Conduct.

- Drafted and/or reviewed compliance policies for Code of Business and Conduct.

- Review various corporate/procurement agreements regarding employment and corporate compliance issues.

- Draft and review corporate policies and procedures relating to employment issues.

**April 1996 – April 1999 Assistant General Counsel – Denver Health and Hospital Authority  
Employment Law/Human Resources, Contracts, Health Law.**

*Employment Law/Human Resources:*

- Provide day-to-day legal advice on all employment law related issues for 3000+ employees in two (2) separate personnel systems in areas including employment at will, the Fair Labor Standards Act, the Family and Medical Leave Act, the Americans with Disabilities Act, sexual harassment, and all aspects of discrimination law including the Civil Rights Act of 1964 and 1991.

- Review and approval of all employee discipline.

- Co-management of outside counsel for litigation.

- Prepare or review all responses to the Equal Employment Opportunity Commission and the Colorado Civil Rights Division.

- Assisted in developing Employee Manual.

- Serve as investigator for sexual harassment, discrimination, or hostile work environment complaints.

*Contracts:*

- Draft and negotiate contracts including multi-million dollar equipment agreements, service agreements, clinical research agreements, clinical learning agreements, managed care contracts, leasing agreements, and purchase agreements. (Over 200 completed.)

- Develop new contracting procedure and forms for new organization.

*Health Law:*

- Provide health law related counsel to public health care entity on a daily basis for all issues including informed consent, telecommunications, medical records, compliance; legal issues in trauma care, credentialing, physician peer review, and response to regulatory inquiries (advise investigatory process and prepare written response).
- Review organizational policies and procedures.
- Assisted in developing Office of Decedent Affairs including researching and developing all related policies, procedures and form releases. Provide ongoing advice regarding operation of this department.
- Developed “subpoena process delivery” policy and procedure.

*Additional Responsibilities:*

*Court/Trial Experience:*

- Assist in management of outside counsel on litigation matters.
- Draft motions to quash medical records subpoena duces tecum and appears/argues on behalf of organization.
- Litigate select Career Service Authority appeals.
- Assist in preparation of unemployment compensation claims.

*Training Developed/Given:*

- Develop and provide in-house training in the following areas:
- Family and Medical Leave Act;
- Sexual Harassment;
- “Legal Issues in Trauma Care”;
- “Operating Emergency Vehicles”;
- Informed Consent; and
- Confidentiality of Medical Records.

**December 1995 - Staff Attorney – United States Securities and Exchange**

**April 1996 Commission. Securities Law.**

- Perform investigations involving the Securities and Exchange Act, investment companies, investment advisors, brokers and dealers.
- Draft formal memorandum to institute investigations.

**January 1993 - Assistant City Attorney – Denver. Employment Law.**

**December 1995 Litigation:**

- Defend City and County of Denver regarding employment actions. Prepare and litigate defense of case in all levels of courts.
- Perform research and writing including briefs, opinions, memoranda, pleadings, motions, interrogatories and all other types of discovery.
- Represent City departments or agencies before administrative boards and commissions, including the Denver Civil Service Commission, the Career Service Authority, the Equal Employment Opportunity Commission, the Department of Labor and the Colorado Civil Rights Division.
- Give advice to agencies regarding administrative remedies and initiatives, and interpretation of policy, ordinance, and charter requirements.
- Work independently on specialized legal areas as assigned including the City and County of Denver’s response to Amendment II challenge.
- Proficient in employment law and possesses experience and ability to prepare and defend cases in administrative, municipal, county, district, federal and appellate courts. Working knowledge of municipal codes and ordinances, state and federal statutes.

*Collective Bargaining:*

- Serve as legal counsel on the negotiating team for the City and County of Denver in two (2) separate collective bargaining negotiations---City's police department and sheriff's department.

*Training:*

- Conduct training for City managers and personnel in the following areas:
- Fair Labor Standards Act;
- Sexual harassment;
- The Americans with Disabilities Act;
- Manager Training regarding discipline and other employment related areas; and
- The Family and Medical Leave Act.

**September 1990 - Assistant City Attorney – Denver. Criminal Law- Prosecutions and December 1993 Municipal Code Enforcement.**

*Trial/Litigation:*

- Prosecute numerous cases for violations of City Municipal Ordinances including both General Sessions and Traffic ordinances.
- Prepare and/or respond to appeals on traffic infractions, traffic offenses and general sessions ordinance violations.
- Research trial matters, witness interviews, motion preparation, and jury selection.
- Try approximately 30 jury trials and over 100 trials to the court.
- Adept in civil and criminal law, court procedures, and rules of evidence.

**May 1989 - Davis, Graham & Stubbs – Denver. Associate (May 1989 – September 1990 September 1990); Law Clerk (June 1988 – May 1989). Real Estate and General Corporate Practice.**

*Associate: Real Estate Department.*

- Perform legal research and draft memoranda on use of statutory deeds in Colorado; deed warranties; Colorado Special Districts; letters of credit; agency law as it relates to real estate brokers; and the use of exculpatory clauses in purchase agreements.
- Draft letters to clients based on analysis of commercial building leases, storage leases, and public works issues.
- Handle main responsibility for due diligence duties including preparation of security releases, deed of trust releases and daily accountability of collateral for a large refinancing transaction.

**PROFESSIONAL  
LICENSE**

Colorado State Bar, 1990 - Present

**ASSOCIATION  
MEMBERSHIPS**

American Bar Association, Colorado Bar Association, Denver Bar Association, Colorado Hispanic Bar Association

**COURT ADMISSIONS** United States District Court, District of Colorado Tenth Circuit Court of Appeals

## **Education**

### **J.D., 1989 University of Colorado at Boulder—Boulder, Colorado**

Honors: Edward C. King Award Recipient for leadership and scholarship

Hispanic Alumni Scholarship

John A. Cross Memorial Scholarship

### **B.A., 1986 Rockhurst College---Kansas City, Missouri**

Double majors in Political Science and Economics

Honors: Graduated with Senior Honors

Dean's List

Who's Who in Students in American Colleges and Universities

Outstanding Women of America Recipient

Recipient of the Gray Scholarship, Rockhurst Scholarship, American Legion Auxiliary Scholarship, and the William Randolph Hearst Scholarship and Internship

Student Speaker—1986 Honors Convocation

## **Professional and Community Service Activities**

2007 - Present Metropolitan State College, Board of Trustees – Appointed by Governor Bill Ritter  
--2011 – Vice Chair of Board

2007 – Present Winterpark Trust, Board of Trustees – Appointed by Mayor John Hickenlooper

2008 Littleton Public Schools Facility Task Force – Appointed Community member – 20 person Task Force

2006 – 2007 Diversity in Safety Task Force – Appointed by Mayor John Hickenlooper

2005 Special Olympics volunteer (Denver Metro - Summer Games)

2004 – Present University of Colorado at Denver Ethic Studies Department, advisory board member

2003 – Present Kroenke Hispanic Advisory Council

2003 – Present Sam Sandos Christmas Basket Program - volunteer

2003 Denver Soccer Club, Board of Directors (elected)

2002 – 2005 Edison Elementary School Collaborative Decision Making Committee - elected parent member.

2001 - 2005 University of Colorado School of Law Alumni Board of Directors

2002 – 2003 2025 Commission - Appointed by Denver Mayor Wellington Webb

2001 Career Service Board of Directors, appointed by Denver Mayor Wellington Webb

2001 Colorado Women's Bar Association Board of Directors

2000 - 2003 Denver Bar Association Board of Trustees (elected)

2000 "Civil Service Blue Ribbon Panel" appointed by Denver Mayor Wellington Webb

2000 Volunteer—Law Night at El Centro Bienestar (March 2000)

2000 - present Channel 9—Law Line 9 volunteer for "Employment Law" call-in nights.

1999 - 2002 Rhone-Brackett Inn of Courts

1999 - 2000 Leadership Denver--Class of 2000

1999 - 2002 The Colorado Prevention Center Board of Directors

1999 - 2002 Denver Victim Service Center Board of Directors

1996 – 2000 Colorado Bar Association Board of Governors (elected)

1998 --1999 Colorado Hispanic Bar Association President (elected)

1999 Colorado Women's Bar Association—Nominations Committee (appointed) and Judiciary Committee Member

1991 – 2004 Colorado Hispanic Bar Association Board of Directors (elected)

1998 – 2003 Denver Mayor Wellington Webb's Latino Advisory Counsel (appointed)

1998 – 2002 The Latino/a Research & Policy Center, Advisory Council (appointed)

1997 Channel 9—Law Line 9 volunteer for "Employment Law" call-in night. (5/5/97)

1996 Facilitator for 1996 Bench Bar Retreat. (11/2/96)

1996 Grievance Committee Hearing Board Member (October)

1991 – 1995	Colorado State Board of Chiropractic Examiners (appointed by Governor Roy Romer)
1994	Judiciary Committee Chairperson, Colorado Hispanic Bar Association (appointed)
1993	Colorado Lawyer's Committee, Hate Violence Task Force member
1992 --1994	Tutor—Colorado Hispanic Bar Association Bar Tutorial Program
1992	Curtis Park "Law Enforcement Awareness Day" volunteer (8/1/92)
1991 – 1993	Denver Mayor Wellington Webb's Child Care Advisory Council (appointed)
1991-1992	Continuing Legal Education Chairperson, Colorado Hispanic Bar Association (appointed)
1990 – 1995	Mi Casa Resource Center for Women, Board of Directors

### **Awards & Recognition**

2006 9News Leader of the Year Finalist – presented by TIAA CREF/Colorado Leadership Alliance/Denver Metro Chamber Foundation

2000 "Outstanding Committee Member 1999-2000" Award Recipient presented by the Colorado Women's Bar Association.

1999 "Outstanding Young Attorney" Award Recipient from the University of Colorado Law Alumni Board.  
 1998 National Association of Public Hospitals Fellowship – One of twenty nationally chosen Fellows to participate in twelve month program--Program Study: The Child Healthcare Plan (CHIPS).

1997 "Certificate of Appreciation" from the Adams County School District #14, Keep Kids in School Task Force for mentorship of Adams City High School Students.

1992 Named "Outstanding Young Lawyer" for the Colorado Hispanic Bar Association.

1992 Received Denver Police Department "Commendatory Letter" for Presentation to high school students in "Project Prince" program.

1990 "Certificate of Merit" from Manual High School for "Commitment To Our Students".

### **Personal Information**

Spouse Married to Marc S. Anthony since September 21, 1991.

Children Jordan M. Anthony, born September 21, 1992.

Phyllis A. Anthony, born December 5, 1994.

Noah J. Anthony, born September 7, 2000.

Interests Family, reading, softball, snorkeling, and hiking.

Birthplace Durango, Colorado; November 27, 1963