

# VI.B.

## Connecticut State Board of Education Hartford

**TO BE PROPOSED:**  
September 1, 2021

**RESOLVED**, That the State Board of Education, pursuant to subsection (a) of Section 10-153f of the Connecticut General Statutes, recommends Susan Halperin, Richard Kosinski, William Logue, Dennis Murphy, Glenn Powell, Michael Ricci, Steven Rolnick, Gerald Weiner, and Linda Yelmini for appointment as impartial arbitrators representing the interests of the public in general, and directs the Commissioner to take the necessary action.

Approved by a vote of \_\_\_\_\_ this first day of September, Two Thousand Twenty-One.

Signed: \_\_\_\_\_  
Charlene M. Russell-Tucker, Secretary  
State Board of Education

# Connecticut State Board of Education

## Hartford

TO: State Board of Education

FROM: Charlene M. Russell-Tucker, Commissioner of Education

SUBJECT: Appointment of Impartial Arbitrators

### **Introduction**

Collective bargaining between school boards and certified staff is regulated by the Teacher Negotiation Act (TNA), Conn. Gen. Stat. Section 10-153a *et seq.* This Act prohibits strikes by such school employees and instead provides for impasse resolution through binding arbitration of disputes in negotiations. Pursuant to the TNA, if an agreement has not been reached within the period prescribed therein, the parties (the board of education and the union) must name, by mutual agreement, a single impartial arbitrator or, in the alternative, a panel of three arbitrators consisting of their respective party arbitrators and an impartial arbitrator. Arbitrators must be selected from the Arbitration Panel of the State Department of Education (SDE).

Subsection (a) of Section 10-153f of the Connecticut General Statutes (“C.G.S.”) requires the Governor to appoint, with the advice and consent of the General Assembly, not less than 24 nor more than 29 members of the SDE Arbitration Panel. Of these panel members, not less than 10 or more than 15 shall be impartial arbitrators representing the interests of the public in general, selected from the list of names submitted by the State Board of Education (“SBE”). Currently, there are seven impartial arbitrators on the Arbitration Panel.

The Governor appoints impartial arbitrators for a four-year term from a list of names submitted by the SBE. The screening process of the SBE is contained within Sections 10-153f-4 through 8, inclusive, of the Regulations of Connecticut State Agencies (“Regulations”). I have attached a copy of the Regulations for your information as Attachment 1.

### **Discussion**

Impartial arbitrators are not employees of the SDE and serve only if selected by the parties for a specific arbitration hearing. Each person appointed as an impartial arbitrator receives a per diem fee for any day during which he or she is engaged in the arbitration of a dispute. Such per diem rate is set by the individual arbitrator in accordance with the prevailing rate for such services. The parties to the dispute pay the per diem fee directly to the arbitrator. Each arbitrator shall serve a term of four years but shall continue to serve as an arbitrator until a successor is appointed.

The process for recruitment is detailed in the Regulations, which require extensive and specific qualifications for eligibility and an intricate process for reviewing applications, conducting interviews and selecting candidates.

In its effort to solicit applications, the Division of Legal and Governmental Affairs placed advertisements in general circulation newspapers, on its website and newspaper websites. In addition, the following organizations were notified:

African American Affairs Commission  
American Arbitration Association  
American Federation of Teachers CT  
Asian Pacific American Bar Association  
Connecticut Association of Boards of Education  
Connecticut Bar Association  
Connecticut Conference of Municipalities  
Connecticut Education Association  
Connecticut Women's Education and Legal Fund  
Connecticut Hispanic Bar Association  
George Crawford Law Association  
Global Organization of People of Indian Origin  
Hispanic Professional Network  
Latino and Puerto Rican Affairs Commission  
National Black MBA Association  
University of Connecticut School of Law, Career Services

The Division of Legal and Governmental Affairs received 5 applications. As required by the Regulations specifically governing the composition of the application screening committee, a screening committee consisting of six members, including a Commissioner's designee, representatives of local and regional boards of education, exclusive bargaining representatives of certified professional employees, and local legislative and fiscal authorities reviewed the applications. The screening committee consisted of the following members:

John Khalil, Division of Legal and Governmental Affairs, SDE  
Daniel Murphy, Kainen, Escalera & McHale PC  
Kevin Roy, Shipman and Goodwin, LLP  
Peter Bass, Mayor, Town of Milford, Connecticut  
James Tessitore, Connecticut Education Association  
Logan Place, American Federation of Teachers, Connecticut

As required by the Regulations, the screening committee determined which candidates would be interviewed based on the committee's review of applications for the necessary minimum qualifications. Of the five applicants, the screening committee selected four to be interviewed, and four candidates accepted such invitation.

The Division of Legal and Governmental Affairs coordinated the interviews on August 3, 2021. The composition of the interview committee is also governed by the applicable Regulations. In accordance with the Regulations, the interview committee consisted of the following members:

Lawanda Scott, Affirmative Action, SDE  
Laura Anastasio, Division of Legal and Governmental Affairs, SDE  
Katherine Foley, State Board of Labor Relations  
Floyd Dugas, Berchem Moses PC  
Mark Sommaruga, Pullman & Comley, LLC  
Patrice McCarthy, Connecticut Association of Boards of Education  
Tom Kennedy, Connecticut Education Association  
Elizabeth Guerra, American Federation of Teachers Connecticut  
Anthony Salvatore, Connecticut Federation of School Administrators

Peter Sousa, Town Manager, Town of Windsor  
Aroscha Jayawickrema, Town Manager, Town of Berlin  
Paula Cofrancesco, First Selectperson, Town of Bethany

The four applicants were interviewed in accordance with the Regulations. Pursuant to the Regulations, all interviewers must agree to recommend a candidate. The interviewers agreed to recommend two candidates for appointment as impartial arbitrators.

Pursuant to the provisions of subsection (a) of Section 10-153f of the C.G.S., the list of arbitrator names submitted to the Governor by the SBE shall include a report “certifying that the process conducted for soliciting applicants made adequate outreach to minority communities and documenting that the number and make-up of minority applicants considered reflect the state’s racial and ethnic diversity.” Although this year’s recruitment effort did make considerable outreach efforts, none of the four candidates selected for interviews were minority candidates.

### **Recommendation**

The interview panel has recommended Dennis Murphy and Linda Yelmini to the SBE for submission to the Governor as new appointments to the Arbitration Panel. Attorney Murphy’s and Attorney Yelmini’s resumes and applications are attached to this report as Attachment 2. In addition, the screening committee recommended approval of the following arbitrators currently serving on the Arbitration Panel: Susan Halperin, Richard Kosinski, William Logue, Glenn Powell, Michael Ricci, Steven Rolnick and Gerald Weiner. The resumes of the sitting arbitrators are attached as Attachment 3.

### **Follow-up Activities**

Upon approval by the SBE, the Division of Legal and Governmental Affairs will submit the names of the recommended arbitrator to the Governor for approval. If the candidates are appointed, there will be 9 impartial arbitrators on the Arbitration Panel. However, the statute requires a minimum number of 10 arbitrators. Therefore, as noted above, the Division of Legal and Governmental Affairs is planning to conduct the recruitment process in 2022 to increase the number of available impartial arbitrators.

Prepared by: Laura L. Anastasio, Attorney  
Division of Legal and Governmental Affairs

Reviewed by: Laura Stefon  
Chief of Staff

# **ATTACHMENT 1**

**Sec. 10-153f-4. Impartial arbitrator qualifications**

(a) Impartial arbitrators shall be representatives of the public in general.

(b) An impartial arbitrator must not currently be, nor within two years of application have been, an advocate of public or private sector employers or employer organizations or public or private sector employees or employee organizations. An advocate is an individual who represents an organization in matters of personnel and labor relations, including but not limited to: unit determination and exclusive representation; collective bargaining; grievance adjustment; arbitration; unfair labor practices and labor-related litigation; wage and benefit administration; equal employment opportunity; unemployment compensation; and occupational health or safety standards.

(c) An impartial arbitrator shall be a resident of Connecticut.

(d) An impartial arbitrator shall be experienced in public sector collective bargaining interest impasse resolution.

(e) An impartial arbitrator must possess:

(1) knowledge of the Connecticut Teacher Negotiation Act and other labor laws relevant to the public sector;

(2) knowledge of hearing procedures and the ability to conduct arbitration hearings and to develop an accurate record of proceedings;

(3) knowledge of and application of the principles of arbitrator ethics;

(4) knowledge of the labor relations concepts, principles and practices of contract negotiation and administration;

(5) knowledge of the limits of arbitrator authority;

(6) knowledge of the basic tenets of public sector finance, particularly municipal finance;

(7) ability to evaluate the costs of wage and fringe benefits and improvements;

(8) ability to write clear and comprehensive arbitration awards;

(9) ability to complete the written award within statutory timelines; and

(10) commitment to the public interest.

(Effective May 24, 1991)

**Sec. 10-153f-5. Application**

(a) An applicant may apply for appointment as an impartial arbitrator by filing an application with the Office of Legal Affairs, Department of Education, 165 Capitol Avenue, Hartford, Connecticut, 06106.

(b) An applicant must provide clear, complete and accurate information on the application, during an interview and throughout the application process. Failure to do so shall result in rejection of application.

(c) An applicant attempting to influence any member of the Board, the Commissioner, the staff of the Department of Education or any person involved with the screening of applicants regarding nomination or appointment to the panel through means other than the formal selection process will be rejected and permanently barred from reapplying for nomination.

(Effective May 24, 1991)

**Sec. 10-153f-6. Review of applications**

(a) At such times deemed appropriate by the Commissioner, applications shall be reviewed.

(b) Applications will be screened by a committee of not less than five persons appointed by the Commissioner. The committee shall include the Commissioner's designee, representatives of local and regional boards of education, exclusive bargaining representatives of certified professional employees employed by local or regional boards of education, and local legislative and fiscal authorities.

(c) Application review shall be the preliminary screening method used to determine whether an applicant appears to have minimum qualifications sufficient to invite for an interview, i.e. they are Connecticut residents and are experienced in public sector collective bargaining interest impasse resolution.

(d) Applicants shall be rated by the application review committee as "qualified for an interview" or "not qualified for an interview." If a majority of the application review committee indicates that an applicant is "qualified for an interview," then an invitation will be extended. If a majority of the application review committee indicates that an applicant is "not qualified for an interview," then the applicant will be so notified.

(Effective May 24, 1991)



**Sec. 10-153f-7. Interview**

(a) The Commissioner shall appoint an interview committee. Interviews shall be coordinated by the Commissioner's designee, who shall serve as chairperson of the committee. The committee shall include: three representatives of local and regional boards of education; three representatives of exclusive bargaining representatives of certified professional employees employed by local or regional boards of education; three representatives of local legislative and fiscal authorities; and three representatives of public or private neutral dispute resolution agencies which shall include the Commissioner's designee.

(b) The interview committee shall evaluate applicants on the factors contained in Section 10-153f-4 (e) of these regulations and rate candidates using the following scale:

(1) **UNSATISFACTORY:** Applicant's performance on the factor is well below the level required for effective job performance.

(2) **MARGINAL:** Applicant's performance on the factor is at a level below the level required for effective job performance.

(3) **SATISFACTORY:** Applicant's performance on the factor is at a satisfactory level for effective job performance.

(4) **GOOD:** Applicant's performance on the factor is clearly above the level required for effective job performance.

(5) **EXCELLENT:** Applicant's performance on the factor is at a superior level of extremely high quality.

(c) In order to be recommended by the committee, all committee members must give the applicant an overall rating of satisfactory or better. Names of applicants who achieve such a cumulative rating shall be forwarded to the Commissioner.

(Effective May 24, 1991)

**Sec. 10-153f-8. Role of the commissioner**

(a) The Commissioner shall review the recommendations of the interview committee. For good cause, the Commissioner may direct the interview committee to review again an unsuccessful applicant.

(b) The Commissioner shall forward the list of recommended applicants to the Board for action.

(Effective May 24, 1991)

# **ATTACHMENT 2**

**Connecticut State Department of Education  
Arbitrator Application**

Murphy, Dennis Charles

1. Name (last, first, middle)

2. Home Address (No. and Street)

Bridgeport, CT

06605

3. Home City and State

4. Zip

5. Home Phone + Area Code

dcmurphy@optonline.net

6. E-Mail Address

Arbitrator

(See Attached)

7. Current Employment or Profession

8. Present Organization

(Same as home)

(See Attached)

9. Business Address (No. and Street)

10. Business City and State

11. Zip

12. Business Phone + Area Code, Fax Number + Area Code

phone approx. 15 y

13. From (date) to Present

Arbitrator/Chair, CT Employee Review Board/Vice-Chair, State Board of Med. & Arb.

14. Exact Title of Present Position

(See Attached)

15. Describe Current Responsibilities. Attach additional page if necessary.

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16. Does your current employment or professional activity involve representation, advocacy, or participation in decision making for labor organization or employers in any capacity?  Yes  No

Comment:

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17. Have you been a labor or employment advocate or representative of a union, employee organization or employer?

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18. A. Significant Past Professional Experience (Title/Organization)  Neutral  Advocate Years \_\_\_ to \_\_\_

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B. Significant Past Professional Experience (Title/Organization)  Neutral  Advocate Years \_\_\_ to \_\_\_

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C. Significant Past Professional Experience (Title/Organization)  Neutral  Advocate Years \_\_\_ to \_\_\_

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D. Significant Past Professional Experience (Title/Organization)  Neutral  Advocate Years \_\_\_ to \_\_\_

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E. Significant Past Professional Experience (Title/Organization)  Neutral  Advocate Years \_\_\_ to \_\_\_

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19. Education A. Institution Degree Year Major

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B. Institution Degree Year Major

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C. Institution Degree Year Major

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20. Certification(s):	Profession/Trade	Certificate/License	Issued By	Year
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21. Umpire or Permanent Panel Member for Dispute Resolution (name company and union)

From \_\_\_\_\_ to \_\_\_\_\_

A.

---

From \_\_\_\_\_ to \_\_\_\_\_

B.

---

From \_\_\_\_\_ to \_\_\_\_\_

C.

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22. Total Number of Cases Heard as an Arbitrator: (specify)

FMCS

AAA

Pri Ref

PERM Ump

State Agency

Other

23. Labor Arbitration Roster of which you are a member (for example, AAA, Fed, State)

A.

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B.

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C.

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24. Professional Affiliations in Labor Relations (NAA-AA-IRRA-SPIDR)

A.

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B.

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C.

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By submitting an electronic signature below, you are confirming the accuracy of the information provided in this application and such electronic signature shall serve as the equivalent of a manual signature.

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Signature

Date

**DENNIS C. MURPHY, Esq.**  
[REDACTED]  
**Bridgeport, Connecticut 06605**  
[REDACTED]  
**dcmurphy@optonline.net**  
[REDACTED]  
**Truro, Massachusetts 02666**

PROFESSIONAL EXPERIENCE

- 4/2016-Present      **Arbitrator/Mediator.**  
Chair, Connecticut Employee Review Board  
Vice-Chair, State Board of Mediation and Arbitration  
Panel Member, American Arbitration Association.  
Connecticut State Board of Mediation and Arbitration, Panel of Neutral Arbitrators,  
Binding Interest Arbitration:  
Panel Member, ADR Center, Inc.  
Panel Member, Federal Mediation and Conciliation Service  
Permanent Member, State of Connecticut NP-4 Bargaining Unit
- 1/2011-4/2016      **Deputy Commissioner**, Labor Department, State of Connecticut  
  
Managed staff of 800 with multiple functional disciplines including the State Board of Mediation and Arbitration, and the State Board of Labor Relations; During this time also spent 12 months as the **Interim Chief of Staff** for the Board of Regents for Higher Education, Connecticut's four state universities and 12 community colleges.
- 10/2008-1/2011      **Arbitrator/Mediator.** Neutral Labor Arbitrator/Mediator with the American Arbitration Association and the ADR center, Inc, Connecticut.
- 7/2004-10/2008      **Director of Human Resources**, City of Stamford, Connecticut.  
  
Chief Labor Negotiator for all city bargaining units; directly handles Grievance arbitrations; manages staff of 13 responsible for all HR Service delivery efforts: competitive hiring, policy development and Implementation, management consultation, organizational design, Benefit design and administration. Serve as Trustee on Custodial Pension Board, Secretary to the Certified Employees Pension.
- 7/2003-7/2004      **Principal/Manager**  
Murphy Strategic Resources, LLC  
420 Brooklawn Avenue  
Bridgeport, CT 06604  
  
Consulting services offering expertise in a broad range of labor-relations and human resource management issues.



3/2002-7/2003

**Administrative Intern/Corporate Planning/Project Consultant**

*St. Vincent's Health System  
2800 Main Street, Bridgeport, CT 06604*

Duties include managing system-wide strategic planning process, negotiate and advise on lease terms and leasehold issues for variety of ambulatory outpatient services provided by this full-service critical care hospital. Manage State Certificate of Need process for capital improvements and service-line development.

1994 – 3/2002

**Chief Administrative Officer**

*City of Bridgeport, Connecticut  
999 Broad Street, Bridgeport, CT*

Administrative Officer for Operations in Connecticut's largest city including financial planning and budget management, operation of public facilities, collective bargaining and personnel functions, grant applications and reporting, insurance matters and transportation planning, public safety, economic development, health, human and social services. Coordinate and approve all department managerial and operational policies and practices. Establish, implement, and maintain management systems and all organizational plans. Provide Mayor with final hiring recommendations for major department heads, including Police Chief, Fire Chief and Health Director. Initiated creation of new departments: Employee and Organizational Development, Central Grants and Construction Management Services.

1991 - 1994

**Director of Labor Relations and Grants Personnel**

*City of Bridgeport, Connecticut  
45 Lyon Terrace, Bridgeport, CT*

Chief Labor Negotiator responsible for eleven (11) collective bargaining agreements including grievance arbitration, prohibited practice complaints, unemployment claims and the administration of workers' compensation for approximately 2,000 employees. Managed staff of professionals and support staff including human resource, benefits, and workers' compensation function. Managed transfer from premium based health insurance to self-insured program.

1993 - 1994

**Adjunct Professor**, University of New Haven, Executive MBA Program,  
Labor Relations Studies

1987 - 1991

**Attorney and Counselor at Law**

*Eight North Main Street, Beacon Falls, CT*

Partner in General Practice of Law with emphasis on employment/labor law/workers' compensation, disability retirement matters.

1985 - 1987

**Manager, Employee Relations**

*Blue Cross of California  
21555 Oxnard Street  
Woodland Hills, CA*

Managed staff of thirteen with employee population of three thousand. Provided active support role to line management in corporate policy drafting and implementation.

1984 - 1985

**Labor Relations Specialist**

1950 Franklin Street, Oakland, CA

Handled bargaining unit grievance resolution, counseled management, created and presented labor relations training modules.

1981 - 1983

**Staff Attorney**

*International Brotherhood of Police Officer (IBPO), National Association of Government Employees, (NAGE), S.E.I.U., AFL/CIO*

1800 Silas Deane Highway, Rocky Hill, CT

Represented approximately one hundred public-sector bargaining units, both municipal and federal, before the following agencies: Connecticut State Board of Mediation and Arbitration, Connecticut State Board of Labor Relations; Workers' Compensation Commission, Freedom of Information Commission; Unemployment Division of State Department of Labor; American Arbitration Association, Merit System Protection Board, Federal Labor Relations Authority. Chief Negotiator for municipal collective bargaining agreements.

E D U C A T I O N

1978

**Fairfield University, Fairfield, CT** - Political Science, B.A. cum laude

1981

**Boston University School of Law** - J.D.

***Variety of Continuing Educational experiences including:***

**FMCS Institute for Conflict Management**, Becoming a Labor Arbitrator, September 21-25, 2009, Las Vegas, Nevada; Labor Advocacy training, 2008

**Harvard University**, John F. Kennedy School of Government, "Program for Senior Executives in State and Local Government." Three-week certificated program. (July 1994)

**National League of Cities and the Leadership Training Institute**, "Emotional Intelligence: New Dimensions in Leadership." (December 2000)

**Harvard University**, John F. Kennedy School of Government, "Strategies for Enhancing Executive Influence." (October 2000)

**National League of Cities and the Leadership Training Institute**, "Reflecting on the Past, Envisioning the Future, Facing New Challenges in Governance." (August 1999)

**Massachusetts Institute of Technology**, Sloan School of Management, "System Dynamics for Senior Managers." (October 1998)

**Quinnipiac Law School Center on Dispute Resolution** Certificated Program, (2009)

**Alternative Dispute Training**, American Arbitration Association (2009)

**Connecticut Mediation Training**, (2008)

**Hartford Area Mediation Training Program**, (1987)

Obtained private pilot's license. (October 1999)

## AFFILIATIONS

1981 Admitted to Connecticut Bar  
1988 Admitted to Federal Bar  
1988 – 1991 Member, Civil Service Commission, City of Bridgeport; Chairman, Personnel Committee.  
Member Labor and Employment Relations Association, Connecticut, Massachusetts and Rhode Island chapters  
Editorial Board, Connecticut Law Tribune, 2015-present

May 12, 2021

Via email: [laura.anastasio@ct.gov](mailto:laura.anastasio@ct.gov)

Attorney Laura L. Anastasio  
Connecticut State Department of Education  
Division of Legal and Governmental Affairs  
PO Box 2219  
Hartford, CT 06145-2219

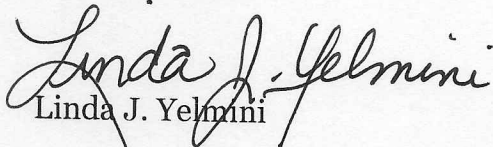
Dear Ms. Anastasio:

Enclosed is my application for your consideration for the position of Neutral Labor Arbitrator under CGS §10-153f. Also enclosed is a copy of my resume as requested.

I have been a neutral arbitrator since 2015. As outlined on my resume, I have been appointed to several labor arbitration rosters as a neutral, having satisfied the requirements of each of those panels. I believe I possess the Impartial arbitrator qualifications outlined in CGS §10-153f-4.

I appreciate your consideration of my application. If you should require any additional information, please let me know. I look forward to hearing from you.

Cordially yours,

  
Linda J. Yelmini

Enclosures (2)

**Linda J. Yelmini**

[REDACTED]  
Windsor, CT 06095

[REDACTED] E: YelminiArbitration@gmail.com

## **Experience**

Dispute resolution, mediation, contract negotiations, rights and interest arbitration with the unions representing the following types of employees: administrative, autoworkers, boilermakers, corrections, health care, governmental, information technology, machinists, police and fire, steelworkers. Extensive experience in benefit plans: defined contribution and defined benefit plans, health and welfare plans.

## **Employment**

### **Yelmini Arbitration and Mediation Services LLC**

**1/2015 – present**

Arbitration and mediation of contractual and rights grievances; neutral arbitrator in disciplinary matters, including discharge, pension and health care eligibility and plan provisions; contract interpretation

### **State of Connecticut**

**6/87 – 1/2015**

#### ■ **Director of Labor Relations**

Responsible for development and administration of the objectives and operations of the State's labor relations program. Contract administration and representation in administrative hearings for contracts covering thousands of employees. Designed, coordinated, and planned statewide labor relations activities. Mediation and resolution of the most complex labor relations issues. Direct development and implementation of labor relations training. Member and fiduciary of joint labor management commission responsible for administration of state, municipal and judicial defined benefit and contribution plans. Member of statewide joint labor management commission responsible for health care plans

#### ■ **Deputy Commissioner Department of Public Safety**

Responsible for development of new policies and procedures at the Division of State Police following investigation of whistleblower and other complaints

#### ■ **Commissioner, Department of Administrative Services**

Head of agency responsible for statewide human resources, workers' compensation, contracting, collections

#### ■ **Deputy Executive Director, Division of Special Revenue**

## **Other Employment**

Attorney, Employee Relations Manager, Human Resource Manager and Pension consultant for a number of corporations.

## **Education**

Western New England Law School

Juris Doctorate, 1985

University of New Haven

Masters of Business Administration,  
Industrial Relations and Finance 1981

University of Connecticut

Bachelor of Science, Business  
Administration 1972

## **Other**

Neutral Arbitrator, Connecticut State Board of Mediation and Arbitration, grievance and interest

Neutral Labor Arbitrator, American Arbitration Association

Neutral Arbitrator, American Dispute Resolution Center

Neutral Arbitrator, Federal Mediation and Conciliation Service

Neutral Arbitrator, Public Employees Review Board, New York

Certificate, FMCS - Labor Arbitration

Certificate, Quinnipiac Law School – Mediation

Member of the Connecticut Bar

Member of the American Bar Association

Member of Labor and Employment Relations Association

**Connecticut State Department of Education  
Arbitrator Application**

Yelmini, Linda Jean



1. Name (last, first, middle)

2. Home Address (No. and Street)

Windsor, CT

06095



3. Home City and State

4. Zip

5. Home Phone + Area Code

Yelminiarbitration@gmail.com

6. E-Mail Address

Arbitrator/Mediator

Yelmini Arbitration & Mediation Services

7. Current Employment or Profession

8. Present Organization



Windsor, CT

06095

9. Business Address (No. and Street)

10. Business City and State

11. Zip



1/2015

12. Business Phone + Area Code, Fax Number + Area Code

13. From (date) to Present



14. Exact Title of Present Position

Owner

15. Describe Current Responsibilities. Attach additional page if necessary.

Arbitration & mediation of contractual and rights grievances and interest arbitration

16. Does your current employment or professional activity involve representation, advocacy, or participation in decision making for labor organization or employers in any capacity?  Yes  No

Comment:

17. Have you been a labor or employment advocate or representative of a union, employee organization or employer?

Yes

18. A. Significant Past Professional Experience (Title/Organization)  Neutral  Advocate Years \_\_\_ to \_\_\_

Director of Labor Relations; Commissioner of DAS State of Connecticut -1987-2015

B. Significant Past Professional Experience (Title/Organization)  Neutral  Advocate Years \_\_\_ to \_\_\_

C. Significant Past Professional Experience (Title/Organization)  Neutral  Advocate Years \_\_\_ to \_\_\_

D. Significant Past Professional Experience (Title/Organization)  Neutral  Advocate Years \_\_\_ to \_\_\_

E. Significant Past Professional Experience (Title/Organization)  Neutral  Advocate Years \_\_\_ to \_\_\_

19. Education A. Institution Degree Year Major

Western New England Law JD 1985 LAW

B. Institution Degree Year Major

University of New Haven MBA 1981 Industrial Relations + Finance

C. Institution Degree Year Major



University of Connecticut BS  
i cut

20. Certification(s):	Profession/Trade	Certificate/License	Issued By	Year
	FMCS - LABOR ARBITRATION			1972
	Quinnipiac Law School - Mediation			Business

21. Umpire or Permanent Panel Member for Dispute Resolution (name company and union)

From \_\_\_\_\_ to \_\_\_\_\_

A.

From \_\_\_\_\_ to \_\_\_\_\_

B.

From \_\_\_\_\_ to \_\_\_\_\_

C.

22. Total Number of Cases Heard as an Arbitrator: (specify)

1 FMCS 15+ AAA Pri Ref PERM Ump State Agency 50+ Other

23. Labor Arbitration Roster of which you are a member (for example, AAA, Fed, State)

A.

State Board of Mediation & Arbitration - grievance and interest;

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B.

AAA; FMCS;

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C.

New York PERB; American Dispute Resolution Center

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24. Professional Affiliations in Labor Relations (NAA-AA-IRRA-SPIDR)

A.

LERA

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B.

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C.

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By submitting an electronic signature below, you are confirming the accuracy of the information provided in this application and such electronic signature shall serve as the equivalent of a manual signature.

*Linda J. Gelmini*  
Signature

*May 12, 2021*  
Date

# **ATTACHMENT 3**

## SUSAN E. HALPERIN, ATTORNEY AT LAW

Business Telephone: 860-236-4957 Fax: 860-573-5117

**Biographical (Revised: 5/21).**

**Mailing Address:** P.O. Box 270621

West Hartford, CT. 06127-0621

**Other Location:** Charlestown, Rhode Island 02813

### DISPUTE RESOLUTION PANEL APPOINTMENTS

American Arbitration Association Member: **Labor Panel of Arbitrators.** Appointed 1980 to present. Connecticut and Boston Panels.

**Construction and Commercial Panels of Arbitrators.** Appointed 1980 to 1995.

**Arbitrator:** State Board of Education Arb. Panel. Appointed-Gov. William O'Neill. March 1981-1991. Governor Malloy-July 2014 to present

**Arbitrator:** IUOE, Local 30/Foxwoods. Contract Arbitrator. April 1, 2011 First Contract

**Arbitrator:** American Dispute Resolution Center, Appointed 2002 to present.

**Member:** Employee Review Board (Appeals of State Nonunion Management) Governor Rell. September 2004-present.

**Arbitrator:** Sikorsky Aircraft/Teamsters, L. 1150. Contract Arbitrator. February 18, 2002-present.

**Arbitrator/Alternate Public Member:** State Board of Mediation and Arbitration.

Appointed by Gov. O'Neill 6/89; Gov. Weicker 11/91, 11/92, 11/93 and 11/94; Gov. Rowland; Gov. Rell to present.

**Arbitrator:** Federal Mediation and Conciliation Services. March 1994 to present.

**Arbitrator:** Neutral Arbitration Selection Committee M.E.R.A., Appointed by the Commissioner of Labor. 9/30/92 to present.

**Arbitrator:** Review Panel of Neutral Arbitrators. Appointed by the Review Panel Committee, Board of Mediation and Arbitration. June 14, 1993. Appointed by Arbitrator Review Board. February 18, 1994 to present.

**Arbitrator:** State of Ct.-Corrections/AFSCME, Co.4---NP-4 Contract. April 2, 2011 to present.

**Arbitrator:** State of Ct.-Corrections/AFSCME, Co.4---NP-4 Contract. June 1999 to 6/30/09. SBMA. New Panel-7/09

**Arbitrator:** State of Ct./ Administrative and Residual Employees Union--P-5 Contract. June 22, 2000 to present.

**Mediator:** Appointed by State Board of Education. 1980 to present

**Mediator:** Appointed by Department of Social Services, Bureau of Rehabilitation Services. January 1999

**Fact Finder/Nonbinding Interest Arbitrator:** State Board of Mediation and Arbitration. 1979 to 1992.

### RECENT APPOINTMENTS:

United States Postal Service/APWU, Local 457-Springfield, MA.

FUSE/U.S. Naval Undersea Warfare Center

### OTHER PROFESSIONAL EXPERIENCE

**Magistrate:** Small Claims and Traffic. Chief Court Administrator CT. Judicial Department. 4/1/98 to July 1, 2011.

**Impartial Hearing Officer:** Appointed by Department of Social Services, Bureau of Rehab. Serv. 2/002-present.

**Probate Panel:** Conservator and Attorney for individuals with special needs. 1980 to present.

**Co-spokesperson** Non-profit sector **Negotiated Investment Strategy, i.e. N.I.S.** Appointed by Governor O'Neill. Auspices: Kettering Foundation. Ohio. **Mediated Tripartite Negotiations** of Fed. Social Services Block Grant reductions between municipalities, non-profit sector and state government-\$40 million. Harvard Mediation Project.

**Consultant: Teacher/Board Negotiations.** State Bd. of Ed.1976-1979. **Legal Counsel to Commissioner Mark Shedd** (administration of collective bargaining statute and education law).

**Legislative Legal Advisor.** Ct General Assembly. Legislative Commissioner's Office.1973 to 1976. Counsel to Committees: Corrections, Welfare & Humane Institutions; Public Health and Safety; Human Rights & Opportunities; Government Admin. & Elections; Appropriations and Finance in committee areas. Special In-house Counsel: Ambulance Services Investigation.

**Agency Management Analyst.** University of Connecticut Health Center. Controller's Office. 1969 to 1973.

### FORMER LONG-TERM CLIENTS

Lobbyist and Assoc. Counsel--CT. Assoc. of Child Caring Agencies, Inc. & CT. Assoc. of Substance Abuse Agencies, Inc. Also-Lobbyist for CT. Adoption Council; CT. Association of Foster Parents; CT. Commission on Children.

**PROFESSIONAL AFFILIATIONS;**National Academy of Arbitrators/Membership Committee-Appointed. 6/12; American Arbitration Association; ADRC, Inc.; The Labor Relations Connection, Ma.; CT. Industrial Relations Research Association. P Pres./Former Mmbr Bd of Dir- CWEALF, Inc.

### PUBLICATION

**Selecting Neutrals for Intervention Panels.** Susan E. Halperin and Alexis V. Bugaeff. **New York Public**

**Employment Relations Services Information Bulletin.** September-October 1980: Volume 3, No. 5.

### EDUCATION

Juris Doctor. 1973 University of Connecticut School of Law: Bachelor of Arts. 1969. University of Connecticut, Storrs.

**BAR AFFILIATIONS:**State of Connecticut - September 11, 1973; United States District Court - July 11, 1977

**AWARD:** Outstanding Woman Arbitrator, 11/17/98. Presented by CT Labor and Empl. Women (CLEW).

**ELECTED OFFICE-**Justice of the Peace - January 7, 1985 to present.

**LABOR PER DIEM : Eff: August, 2014-**(6 HRS or a portion thereof per my discretion): **\$1800.00+** (+reasonable and necessary expenses+) or statutory per diem. Travel time is charged.

**CANCELLATION POLICY: 15 BUSINESS DAYS PRIOR NOTICE\*\***(Excl. of Federal, State, Local Holidays &Weekends)\*\*

RESUME OF RICHARD H. KOSINSKI

ADDRESS: [REDACTED] Oxford CT 06478.

TELEPHONE: Cell: [REDACTED]  
Home: [REDACTED]

BORN: June 30, 1941, New Britain, CT.

MARITAL STATUS: Married.

EXPERIENCE: Arbitrator, Labor Panel, American Arbitration Association; Arbitrator, Mediator, State Board of Education; Arbitrator, State Board of Mediation and Arbitration.

Adjunct Lecturer, Labor Relations, Eastern Connecticut State University.

Adjunct Lecturer, Labor Studies Program, Labor Education Center, University of Connecticut.

Assistant Clerk, Court of Common Pleas, Hartford CT.

Associate, Vladeck, Elias, Vladeck & Lewis, New York, NY.

Mediator, Federal Mediation and Conciliation Service, Philadelphia, PA.

Captain, United States Army, Judge Advocate General's Corps.

Assistant Labor Advisor, Office of the Labor Advisor, Assistant Secretary of the Army (Installations and Logistics), Pentagon.

Contracts and Logistics Law Branch, Procurement Law Division, Office of the Judge Advocate General, Pentagon.

Foreign Claims Commissioner (jurisdiction, 3-man Commission: \$15,000), Saigon, Vietnam.

Defense Counsel, Claims Officer, Legal Assistance Officer, Da Nang, Vietnam.

Chief, Military Affairs Branch, Trial Counsel, General Courts-Martial (including series of 11 blackmarket currency manipulation cases), Defense Counsel, Saigon and Long Binh, Vietnam.

Medals: Bronze Star, Army Commendation Medal, Vietnam Service Medal, Vietnam Campaign Medal (five campaign

ribbons), National Defense Service Medal.

Parole Officer, New York State Division of Parole, New York, NY.

ADMITTED TO PRACTICE: State of New York; State of Connecticut; U.S. Supreme Court; U.S. Court of Appeals, Second Circuit; U.S. District Courts-- Southern District of New York, Eastern District of New York, District of Connecticut; U.S. Court of Military Appeals.

AFFILIATIONS: Greater New Britain Bar Association.

EDUCATION: Graduate Law: National Law Center, George Washington University, Washington, D.C., 1969-1972, LL.M. (Labor Law).

Law School: Saint John's University School of Law, Brooklyn, NY, 1963-1966, J.D.

Honors: Saul Fromkes Scholarship, American Jurisprudence Awards (Practice, Taxation).

Activities: Moot Court, Res Gestae (Yearbook), Phi Delta Phi.

College: University of Connecticut, 1959-1963, B.A.

Major: Political Science.

Minor: History.

Honors: Phi Beta Kappa, Phi Kappa Phi, Pi Sigma Alpha (Political Science), Cum Laude Graduate, Scabbard and Blade, Distinguished Military Graduate, Rotary Scholarship, Insurance Agents Scholarship.

Activities: Track Team, Cross Country Team (Captain), Pre-Law Club, Newman Club, Knights of Columbus (Grand Knight).

High School: New Britain Senior High School, 1956-1959.

Honors: National Honor Society.

Activities: Track Team, Cross Country Team.

## William DeVane Logue, J.D.

Direct Dial [REDACTED] - Bill@LogueGroup.com  
[REDACTED] Road West Hartford, CT 06107

- ◆ Arbitration, Mediation and Facilitation
- ◆ Consensus Building
- ◆ Conflict Resolution Training
- ◆ Special Master
- ◆ Strategic Planning
- ◆ Conflict Prevention & Management

### SELECTED EXPERIENCE

More than thirty years of experience in the field of conflict resolution as a mediator, arbitrator, facilitator, trainer, consultant and administrator. Established independent practice in 1994 assisting law firms and their clients, the business community, and the public and non-profit sectors.

#### Subject matter experience includes:

- *Employment, labor and workplace matters:*
  - Discrimination complaints in the public and private sectors involving claims of race, age, sexual discrimination, disabilities, whistle blowing, retaliation and ERISA violations. These have been in settings including manufacturing, media/publishing, marketing, hospitals and health care, group medical practices and partnerships, academia, banking, hospitality, insurance, automobile, law enforcement and other public and business environments.
  - Collective bargaining agreements, mediation and arbitration panelist for Connecticut State Department of Education Teacher Negotiation Act.
  - Mediation panel United States Postal Service (REDRESS).
  - Dysfunctional workplace/intra-organizational disputes involving federal, state and municipal agencies and elected boards, private and non-profit workplaces in situations that have involved three to twenty parties.
  - Special Master appointed by United States District Court to mediate matters.
  - Independent investigations of workplace complaints.
- *Commercial, business and debtor/creditor disputes including:*
  - Post-closing valuation issues on the purchase and sale of businesses.
  - Issues involving family and closely held businesses and property.
  - Secured transactions for manufacturing equipment.
- *Personal injury* disputes including automobile, premises liability, and posttraumatic stress claims.
- *Professional* claims including medical privileges issues and design professional malpractice.
- Other matters including *condominium, construction* and *environmental* matters.
- Facilitated *consensus building* processes or public engagement sponsored by municipalities, Massachusetts Department of Social Services, Massachusetts Department of Recreation and Conservation and Executive Office of Energy and Environmental Affairs, Massachusetts Department of Marine Fisheries; Connecticut Department of Energy & Environmental Protections; and US EPA, US DOE/NY State Energy and Research Development Authority, US Department of Agriculture. Pubic engagement processes and task forces for environmental, transit oriented development, transportation issues, schools.

#### Training:

- Received basic and advanced training in mediation. Received training in Powerful Non-Defensive Communication. Provided training in negotiation, mediation and communication.
- Designed and co-lead trainer for 40-hour mediator certificate program the Quinnipiac Law School Center on Dispute Resolution since 1995. Co-lead for University of Southern Maine 40-hour mediation training.
- Conducted negotiation, settlement and mediation skills training programs for state agencies, universities, and private organizations.
- Co-lead trainer for programs for local land use leaders on land use law and collaboration.
- Master trainer for Coca-Cola Enterprises workplace conflict resolution skills training.

- ❑ Conducted seminars and workshops for bar, industry and educational groups. These include Connecticut Bar Association, Society of Professionals in Dispute Resolution/Association for Conflict Resolution, Connecticut Hospital Association, National Association of Attorneys General and others.

### **Consulting & Strategic Planning**

Consulting and facilitation of strategic planning and board retreats for foundations and non-profits. Work with foundations includes strategy, program feasibility and design, and qualitative evaluations. Clients include among others national and local foundations and non-profits.

### **Selected Publications and Reports:**

- ❑ Author of three chapters of the Connecticut Bar Association's *Connecticut Mediation Practice Book*, LawFirst Publishing June 2002.
- ❑ Connecticut Law Tribune, Contributing Columnist for weekly ADR column. 2002-2006.
- ❑ SEED Foundation, report "Residential Charter Schools: The Road Behind, The Path Ahead" gathering lessons from the first three residential charter schools.
- ❑ Public/Private Ventures, "Call for Collaboration" report concerning multi-organizational collaboration in two national demonstration programs on welfare to work and community change and youth development initiatives.

### **Education and Credentials**

J.D., University of Connecticut School of Law (1985). Admitted in Connecticut state and federal courts and Massachusetts state courts (retired).

BA, Brown University (1980).

Connecticut Bar Association - Dispute Resolution Section, Chair 1995-1997; co-chair Standing Committee on Dispute Resolution in the Courts, 2000-2012; Former President of New England Chapter Association for Conflict Resolution. 2015 Recipient Robert C. Zampano Award for Excellence in Mediation.

James Cooper Fellow of the Connecticut Bar Association, elected 2002. Former Chair Fellows Education and Program Committee. Past Chair Cooper Fellows and board member emeritus.

### **Employment History**

2021 Fall	Yale Law School, Adjunct Professor. Planned course: Dispute Resolution.
2018-Present	Emory Law, Adjunct Professor. Course: Dispute Resolution.
2006-Present	Quinnipiac Law School, Adjunct Professor and Distinguished Practitioner in Residence. Center on Dispute Resolution Director of Training. Co-Director USDA Certified Connecticut Agricultural Mediation Program. Course: negotiation.
2017	Adjunct faculty Vermont Law School. Course: Mediation
1994-Present	The Logue Group - Independent consultant, mediator and arbitrator.
1990-1994	Career Law Clerk for Alternative Dispute Resolution Matters to Senior US District Judge Robert C. Zampano.
1986-1990	Dispute Resolution, Inc. Responsibilities included administration of mediation and arbitration matters, management of business expansion and marketing.
1985-1986	Mason & Drew, PC. Associate.



**Glenn Powell**  
**Law Offices of Glenn Powell & Associates, LLC**  
**P.O. Box 74**  
**Collinsville, CT 06022**

**Summary**

Attorney, arbitrator, mediator and independent investigator with considerable labor and employment law, negotiation, contract and dispute resolution skills, knowledge, and experience. Extensive experience counseling business, HR and individual employee clients on a wide range of labor and employment law, discrimination, harassment, employee relations, dispute resolution and contract issues; developing, drafting, interpreting and administering employment contract provisions and company human resource policies, procedures and work rules; investigating, evaluating, making recommendations on and resolving company policy violations, grievances, discrimination and harassment complaints and other disputes; responding to, preparing, presenting and otherwise handling litigation, arbitration, administrative agency and mediation cases; and acting as a neutral employment arbitrator, mediator and fact-finder. Considerable knowledge of relevant state and federal employment law statutes and regulations; contract legal principles and issues; employment practices and procedures in Connecticut; and employment arbitration procedural rules. Strong track record in preventive counseling and in successful resolution of employment issues and disputes through investigation, direct negotiation, ADR, and litigation. Possess excellent oral and written communication, analytical, consensus building and negotiation skills.

**Work History**

Principal, Law Offices of Glenn Powell & Associates, LLC, Collinsville, CT, 2004 - present  
Partner, Mayo, Gilligan & Zito, LLP, Wethersfield, CT, 1994 - 2004  
Principal, Law Offices of Glenn Powell, West Hartford, CT, 1992 - 1994  
Counsel, Aetna Life & Casualty, Law Department, Hartford, CT, 1982 - 1991  
Attorney, Aetna Life & Casualty, Law Department, Hartford, CT, 1978 - 1982

**Practice Areas/Experience**

- Serve as a neutral arbitrator in employment and contract cases, including scheduling and conducting pre-hearing conferences; responding to pre-hearing motions and other written documents submitted by counsel, as may be appropriate; hearing and resolving discovery disputes; issuing interim decisions and pre-hearing orders; hearing and deciding dispositive motions; scheduling and conducting formal evidentiary hearings; and preparing and issuing final decisions and awards.
- Serve as a neutral mediator in the mediation of employment and contract disputes and cases.
- Counsel business owners, senior executives, managers, HR personnel and individual employees on a full range of labor and employment law, employee relations, HR administration and contract issues and situations, including discrimination, harassment and retaliation, wage/hour, contract interpretation and compliance, HR policy interpretation and compliance, performance, compensation, benefits, FMLA leaves, drug testing, workplace violence, promotion, demotion, disciplinary action, termination, unemployment compensation and dispute resolution.
- Investigate, review and analyze documents regarding, interview witnesses in connection with, respond to and otherwise handle all aspects of formal harassment, discrimination, retaliation, unpaid wage and other administrative agency complaints and claims, including presenting and arguing cases at formal and informal hearings, fact-finding conferences, on-site investigations

and other proceedings before the EEOC, CHRO and the federal and Connecticut Departments of Labor.

- Investigate, prepare pleadings for, conduct discovery regarding and otherwise handle all aspects of employment law litigation cases in Connecticut state and federal courts and handle all aspects of employment arbitration cases.
- Represent clients as an advocate in the mediation of employment and contract disputes and in judicial settlement conferences.
- Perform complex internal investigations, prepare findings of fact and conclusions of law and make resolution recommendations to management on internal complaints, grievances and disputes involving, among other things, allegations of sexual harassment and other forms of unlawful harassment, discrimination and retaliation, wrongful termination, employee misconduct, and whistleblower policy issues.
- Draft, implement, provide advice on and apply employee relations and human resource policies and procedures and employment law compliance programs and procedures consistent with applicable state and federal statutes, regulations, and case law.
- Negotiate, draft, interpret and/or apply contracts, including employment, restrictive covenant, severance/termination and settlement agreements.
- Provide advice on and assist in the communication and implementation of restructurings, reorganizations and reductions-in-force.

### **Alternative Dispute Resolution Experience**

Serve as a neutral arbitrator and mediator. Have served as a neutral arbitrator in over forty (40) employment arbitration proceedings and have served as an advocate or as a neutral mediator in over eighty (80) private (non-CHRO) employment mediations and judicial settlement conferences involving breach of contract, wrongful discharge, employee misconduct, age, race, disability, gender, pregnancy and other types of discrimination, harassment, retaliation, free speech, family and medical leave, wage/hour, severance pay eligibility, executive compensation, disability benefits eligibility, and business ownership issues and claims. Have mediated and arbitrated cases involving large publicly held and small closely held businesses (including medical practices) and school districts. Have mediated and arbitrated cases involving amounts in controversy from \$50,000 to \$20 million. Service as an arbitrator has been primarily as a sole arbitrator. Also have served as a CHRO special mediator in about fifteen (15) CHRO cases. In addition to acting as a mediator and arbitrator, also act as a private, independent investigator and fact finder on and neutral evaluator of employment disputes.

### **Alternative Dispute Resolution Training**

AAA Arbitration Roadmap: The Standard for Efficient and Cost-Effective Arbitration, 2008; AAA - Dealing with Delay Tactics in Arbitration (ACE004), 2007; AAA - Chairing an Arbitration Panel: Managing Procedures, Process & Dynamics (ACE005), 2005; AAA - Arbitrator Ethics & Disclosure (ACE003), 2004; AAA - Pro Se: Managing Cases Involving Self-Represented Parties (ACE002), 2004; AAA Commercial Arbitrator II Training: Advanced Case Management Issues, 2003; AAA - Arbitration Awards: Safeguarding, Deciding & Writing Awards (ACE001), 2003; AAA Arbitrator Update, 2003; AAA Employment Arbitrator Training, 1996; various other mediation and ADR training courses.

### **Professional Licenses**

Admitted to the Bar: Connecticut, 1978; U.S. District Court, District of Connecticut, 1979.

### **Professional Appointments, Affiliations and Memberships**

American Arbitration Association: Member, Panel of Arbitrators, 1995-present.

Connecticut Commission on Human Rights and Opportunities: Special Mediator, February 2012-present.

Connecticut Education Arbitration Board: Member, Panel of Neutral Arbitrators, April 2013 - present.  
Electric Boat: Member, Panel of Mediators, Panel of Arbitrators, Electric Boat Voluntary Dispute Resolution Process, October 2014 – present  
Connecticut Bar Association: Labor and Employment Law and Alternative Dispute Resolution Sections; Member - Labor and Employment Law Section Executive Committee, 2009-2013.

### **Pro Bono, Civic and Community Activities**

Cornell Club of Greater Hartford: Member  
Maxwell Shepherd Memorial Arts Fund, Inc.: Treasurer, May 2011 – July 2020  
Canton Chamber of Commerce: Former Member, Board of Directors (3-year term)  
Town of Canton, Parks & Recreation Commission: Former Member (4-year term)


### **Education**

Hofstra University, B.A. (magna cum laude, Phi Beta Kappa), 1975  
Cornell Law School, J.D., 1978

### **Contact Information**

Law Offices of Glenn Powell & Associates, LLC, P.O. Box 74, Collinsville, CT 06022; Phone – (860) 693-1747; E-Mail – [lawofficesofgpowell@comcast.net](mailto:lawofficesofgpowell@comcast.net).

Michael R. Ricci  
Arbitrator Mediator

  
Guilford, CT 06437  
[Michaelrricci@yahoo.com](mailto:Michaelrricci@yahoo.com)

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**Professional Experience**

- \***Arbitrator/Mediation**-(10/15-present) Private practice in labor and employment issues.
- \***Adjunct Professor**-*Economics Department, University of New Haven (09-15)*. Instruct Economics of Labor Relations and Industrial Relations courses in the Graduate School of Business.
- \***Mediator**- CT Department of Labor, *Connecticut State Board of Mediation & Arbitration ('04-'15)*.  
Serve as a full time mediator. Mediating labor disputes in both the private and public realms. Resolving grievances and contract negotiation impasses.
- \***Assistant Agent**-CT State Board of Labor Relations ('02-'04).  
Investigate, research applicable labor law and write findings on alleged unfair labor practices
- \***Board Member (Alternate)**-*Connecticut Employment Security Board of Review (6/97-7/12)*. Serve as an Administrative Law Judge ruling on Unemployment Insurance appeals.

## Arbitration Panels

- \***Federal Mediation and Conciliation Service:** National FMCS Arbitration Roster.
- \***CT State Board of Mediation and Arbitration:** Interest Arbitration Panel, public/neutral Arbitrator.
- \***City of Bridgeport/Police Union:** named CBA Arbitrator.
- \***CT Department of Education:** Neutral Arbitrator Panel.
- \***Connecticut Judicial Branch/Int. Brotherhood of Police Officers.**
- \***State of CT Corrections/AFSCME Council 4**
- \***State of CT/A&R Union**
- \***NTE Killingly Energy Center:** named project Arbitrator
- \***Nuclear Regulatory Commission:** certified mediator
- \***Pratt & Whitney, UTC/IAFF:** named CBA Arbitrator
- \***Sikorsky-Lockheed Martin/IAFF:** named CBA arbitrator.
- \***Knights of Columbus/OPEIU:** named CBA Arbitrator. Named Mediator in all employment contracts.
- \***Town of Monroe/Police Union, AFSCME:** named CBA Arbitrator.

## Education

- \***Cornell, School of Industrial and Labor Relations, Scheinman Institute on Conflict Resolution.** Labor Arbitration Development Program Certificate. 6/15
- \***Middlebury College, Breadloaf School of English.** MA English/Writing '92. Graduated Lincoln College, Oxford University, Oxford, England
- \***Georgetown University,** BA Theology/Ethics; Business school (85-86), '88, Graduated top 30% of the class

## Professional Certifications

- \***Federal Mediation & Conciliation Service**  
'14. Successfully completed Becoming a Labor Arbitrator
- \***Nuclear Regulatory Commission Certified Employment Mediator Panel.** '14

**Federal Mediation & Conciliation Service Arbitration Certificate**

**Certificate of Accomplishment**

*This is to Certify that*

**Michael Ricci**

*has completed a course in*

**Becoming a Labor Arbitrator**

*under the auspices of the Federal Mediation and Conciliation  
Service and is hereby presented this certificate in recognition  
of this accomplishment.*



*Heather Butler*

**June 16-20, 2014**

*Heather Butler - Education and Training Director*

**Cornell University, School of Industrial & Labor Relations,  
Scheinman Institute of Conflict Resolution, Arbitrator Certificate**

The Scheinman Institute on Conflict Resolution  
at  
the ILR School, Cornell University

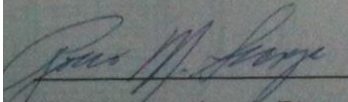
Awards this Certificate of Completion to:

**Michael Ricci**

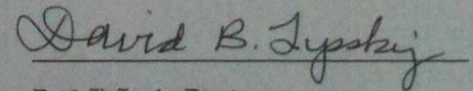
to certify that he has completed to satisfaction:

**The Labor Arbitrator  
Development Program**

on this 19th day of May  
in the year 2015

  
Rocco M. Stanza, Executive Director



  
David B. Lipsky, Director

# RESUME

STEVEN R. ROLNICK

[REDACTED]  
Hamden, CT 06518  
[REDACTED]

Education: Columbia University School of Law, J.D. 1971. Member, Board of Editors, Columbia Journal of Law and Social Problems. Clark University, A.B. 1968.

## Bar Membership: Connecticut

Connecticut Bar Association. Member of the House of Delegates, 1987-1990; Chair-Committee on Alternate Dispute Resolution, 1989-1990, current member of Executive Committee; Member of the Executive Committee of the Planning and Zoning Section. Bar Admission: Connecticut, 1971; U.S. District Court (D. Conn), 1971; U.S. Court of Appeals, Second Circuit, 1990.

## Arbitration and Mediation Activities:

Court-Annexed Arbitrator and Factfinder in the Connecticut Superior Courts for twenty years. Former Hearing officer for the Connecticut Commission on Human Rights and Opportunities. Arbitrator for the American Arbitration Association and ADR Center, Inc. having heard both commercial and employment cases.

Member of the panel of arbitrators for the Financial Industry Regulation Authority. Public arbitrator on the interest arbitration panel under the Teacher Negotiation Act. Hearing Officer for the Connecticut Department of Education.

Currently: Retired from law practice. My concentration was in general civil practice, including litigation, real estate, wills and probate and administrative law. I have represented many parties in litigation of all types, such as civil court and jury trials, administrative appeals, domestic relations and landlord-tenant matters. My litigation experience has included civil and criminal cases, trials and appearances in the Connecticut Appellate Court and Supreme Court, U.S. Second Circuit Court of Appeals and Bankruptcy Court. I have also represented the Town of Hamden in private practice in cases involving municipal taxation, condemnation, assessment appeals and land use issues.

Concurrently with law practice I have also held the following positions:

Assistant Town Attorney, Hamden, 1979-1981, 1987-1990.

Town Attorney, Hamden, 1990-1991, with the following responsibilities.



a. Representation of Planning and Zoning Commission, Conservation Commission (Wetlands Agency) and Zoning Board of Appeals. In connection with this work I participated in many administrative appeals involving land use decisions and am familiar with both the substance and procedure of administrative law as well as land use statutes and cases regarding the above administrative bodies. I initiated zoning and land use enforcement actions as well as advised on enforcement procedures. I also attended meetings of the various land use agencies, as needed, to advise them on hearing procedures and give legal guidance on issues that could be addressed at the hearing.

b. Advising the Legislative Council. In this capacity, I drafted many ordinances and resolutions and was required to give advice and opinions to the legislative body concerning the legality of proposed, or existing ordinances and resolutions.

c. Representation of the Board of Education. I represented the Board of Education in administrative matters before such agencies as the Commission on Human Rights and Opportunities and the Freedom of Information Commission. I also advised the Board on general legal matters such as construction and contract disputes and personnel issues.

d. Representation of Tax Assessor and Tax Collector. During the course of my tenure in the Town Attorney's Office, the Town conducted a revaluation, which required me to advise the assessor on legal issues related to the valuation, the contract with the revaluation company and various legal issues relating to revaluation. I also advised the assessor on general assessment matters, relating to valuation and exemption issues and represented the Assessor's position in assessment appeals.

e. General Municipal Representation. I advised and represented the Town in the many different facets of operating a municipal government, from specific matters relating to the operation of government, to contract and worker's compensation issues that can arise in the business of any large enterprise.

Clerk, Government Administration and Policy Committee, 1975 Legislative Session. In this position I advised the committee on legislation and participated in the drafting of the 1975 Condominium Act and Freedom of Information Act.

#### Employment History:

2015-2018-Counsel to the Firm of Shapiro and Epstein

1987-2015-Partner-Law Firm of Rolnick and Reger

1986-1987-Partner-Law Firm of Rolnick, Berns and Reger

1978-1986-Partner-Law Firm of Rolnick and Berns

1974-1978-Self Employed Attorney

1973-1974, Staff Attorney, Connecticut Education Association. In this position, I acted as the legal advisor to the Executive Director of the Association, represented teachers in administrative hearings and grievance arbitrations and assisted in labor negotiations.

1971-1973, Associate Attorney, Brenner Susman and Duffy, New Haven.

#### Educational Activities and Publications:

I have served as an instructor teaching legal courses at Quinnipiac University, the University of New Haven, Southern Connecticut State University and Western Connecticut State University, presented seminars and prepared seminar material on legal issues for attorneys, municipal officials and boards and commission members. I have written articles for trade papers on legal issues and was the author of an article in the March 1975 edition of the Connecticut Bar Journal entitled, "The Duty of Fair Representation Under the Connecticut Teacher Negotiation Act."

CURRENT

**GERALD T. WEINER**



Woodbridge, Connecticut 06525

Home:

Office: (203) 624-9830

Cell:

**EXPERIENCE**

- 2015 - Present      Susman, Duffy & Segaloff, P.C., 59 Elm Street, New Haven, Connecticut 06510 - Of Counsel
- 1970 - Jan 1, 2015      Weinstein, Weiner, Ignal, Napolitano & Shapiro, PC, 350 Fairfield Avenue, Bridgeport, Connecticut 06604 - Founder and Managing Partner.
- 1968 - 1970      Federal Communication Commission, Washington, D.C. - Staff Attorney for the Cable Television Bureau/
- 1975 - 1981      University of Bridgeport - Adjunct Professor, Department of Journalism.

**EDUCATION**

- 1965 - 1968      University of Connecticut School of Law, J.D.
- 1961 - 1965      University of Connecticut, B.A.

**ACTIVITIES**

Member of the Board of Directors/Trustees - Griffin Hospital, Derby, Connecticut, 1995 - Present; Chairman of Board, 200-2004; 2011-Present.

Woodbridge Charter Revision Commission - 1988, 1992, 1998, 2000.

Member of the Investment Advisory Council, State of Connecticut Treasurer's Office - 1991-1996.

Member of Board of Directors, Connecticut Renaissance, Inc.

Member of Tweed-New Haven Airport Authority - 1997-Present; Vice Chairman of the Authority.

Member of Regional Growth Partnership (South Central Economic Development Corporation) - 1995 - 2007. Currently General Counsel to the RGP, now known as REX. Neutral Arbitrator, State of Connecticut Department of Labor, Board of Mediation & Arbitration, 1992 - Present.

Appointed Chairman of the Board in 2004 through Present.

Member of American Arbitration Association (AAA) Panel of Neutral Labor Arbitrators.

Neutral Arbitrator, State of Connecticut Department of Labor, Panel of Interest Arbitration.

Small Claims Commissioner, State of Connecticut, 1976 - 1980.

Member, State of Connecticut Task Force on Municipal Ethics.

Member, Panel of Neutral Arbitrators, Connecticut Department of Education.

### **PROFESSIONAL AFFILIATIONS**

Admitted to Connecticut Bar, 1968; United States District Court for the District of Connecticut, 1971; United States Court of Appeals, 1993; United States Supreme Court, 1976.

Member of Connecticut and Bridgeport Bar Associations.

Committee on Professionalism - Connecticut Bar Association.

James W. Cooper Fellow, Connecticut Bar Foundation, 1997.

Commercial Law Committee, Connecticut Bar Association (Past Member of Executive Committee)