

IX.C.

CONNECTICUT STATE BOARD OF EDUCATION Hartford

TO BE PROPOSED:

September 7, 2016

RESOLVED, That the State Board of Education, pursuant to subsection (a) of Section 10-153f of the Connecticut General Statutes, recommends Michael Ricci as a candidate for appointment as an impartial arbitrator representing the interests of the public in general, and directs the Commissioner to take the necessary action.

Approved by a vote of _____ this seventh day of September, Two Thousand Sixteen.

Signed: _____
Dianna R. Wentzell, Secretary
State Board of Education

CONNECTICUT STATE BOARD OF EDUCATION
Hartford

TO: State Board of Education

FROM: Dr. Dianna R. Wentzell, Commissioner of Education

SUBJECT: Appointment of an Impartial Arbitrator

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 Department of Education.

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 Arbitration Panel of the Department of Education. Of these panel members, not less than ten or more than fifteen 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 nine impartial arbitrators on the Arbitration Panel.

The Governor appoints impartial arbitrators for a two-year term from a list of names submitted by the SBE. The screening process of the SBE is contained within Sections 10-153f-1 *et seq.* 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 State Department of Education 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 two years but shall continue to serve as an arbitrator until a successor is appointed.

The process for recruitment is closely regulated by the Regulations, which require extensive and specific qualifications for eligibility to serve as impartial arbitrators, and an intricate process for reviewing applications, conducting interviews and selecting candidates.

In order to expand outreach, the Division of Legal and Governmental Affairs placed advertisements in general circulation newspapers, on its website and with several online services: careerbuilder.com and monster.com. In addition, the following organizations were notified:

African American Affairs Commission
American Arbitration Association
American Federation of Teachers CT
Asian Pacific American Bar Association
Community Mediation, Inc.
Connecticut Association of Affirmative Action Professionals
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 26 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:

Robin Cecere, Division of Legal and Governmental Affairs, SDE
Floyd Dugas, Bercham, Moses & Devlin PC
Nicolas Grello, Siegel, O'Connor, O'Donnell & Beck PC
Steven Werbner, Town Manager, Town of Tolland, Connecticut
James Tessitore, Connecticut Education Association
Ben Wenograd, 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 26 applicants, the screening committee selected five to be interviewed, and four candidates accepted such invitation.

The Division of Legal and Governmental Affairs coordinated the interviews on June 27, 2016. 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:

Levy Gillespie, Affirmative Action Administrator, SDE
Laura Anastasio, Division of Legal and Governmental Affairs, SDE
Matthew Venhorst, Division of Legal and Governmental Affairs, SDE
Craig Meuser, Chinni and Meuser, LLC
Fred Dorsey, Kainen, Escalera & McHale PC
Kevin Roy, Shipman & Goodwin LLP
Tom Kennedy, Connecticut Education Association
Greg Kotecki, American Federation of Teachers Connecticut

Paul Stringer, Connecticut Federation of School Administrators
Matthew Hart, Town Manager, Town of Mansfield
John Elsesser, Town Manager, Town of Coventry
Scott Shanley, General Manager, Town of Manchester

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 one candidate for an appointment as an impartial arbitrator.

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 five candidates selected for interviews were minority candidates. In the next recruitment, which is anticipated to be in 2017, the Division of Legal and Governmental Affairs will be working with SDE Affirmative Action Officer Levy Gillespie and Human Resources to improve recruitment to historically under-represented populations and develop appropriate data collection protocols to fully report on the demographic characteristics of the applicant pool.

Recommendation

The interview panel has recommended Michael Ricci to the SBE for submission to the Governor as a new appointment to the Arbitration Panel. Mr. Ricci’s resume and application is attached to this report as Attachment 2.

Follow-up Activities

Upon approval by the SBE, the Division of Legal and Governmental Affairs will submit the name of the recommended arbitrator to the Governor for approval. If this individual is appointed, there will be 10 impartial arbitrators on the Arbitration Panel, which is the minimum number permitted under the statute. Therefore, as noted above, the Division of Legal and Governmental Affairs is planning to conduct the recruitment process in 2017 to increase the number of available impartial arbitrators.

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

Reviewed by: Peter Haberlandt, Director
Division of Legal and Governmental Affairs

ATTACHMENT 1



Regulations of Connecticut State Agencies

TITLE 10. Education and Culture

Agency

State Board of Education

Subject

Impartial Arbitrator Selection

Inclusive Sections

§§ 10-153f-1—10-153f-12

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Impartial Arbitrator Selection

Sec. 10-153f-1. Introduction

Sections 10-153f-1 to 10-153f-12, inclusive, of these regulations apply to the selection, nomination, conduct and evaluation of impartial arbitrators on the arbitration panel maintained by the State Board of Education pursuant to the provisions of Section 10-153f of the General Statutes, as may be amended from time to time.

It is the policy of the State Board of Education that in exercising its statutory responsibility to nominate impartial arbitrators to the Governor, every effort will be made to ensure that only qualified, responsible impartial arbitrators are nominated through a fair and valid screening procedure.

(Effective May 24, 1991)

Sec. 10-153f-2. Definitions

As used in Sections 10-153f-2 to 10-153f-12, inclusive:

(a) "Applicant" means an individual who is seeking appointment to the panel as an impartial arbitrator.

(b) "Board" means the State Board of Education.

(c) "Commissioner" means the Commissioner of Education.

(d) "Experience" means three years of responsible active participation in public sector collective bargaining interest impasse resolution.

(e) "Mock award" means any public sector interest arbitration award written by an applicant while serving as an intern to an impartial arbitrator. These awards are written for the sole and exclusive purpose of completing the requirements of the arbitrator intern program (see Section 10-153f-12 of these regulations) and will be available only to the Commissioner or his representative. They are neither binding upon the parties nor accorded any force and effect of law.

(f) "Panel" means the arbitration panel established pursuant to Section 10-153f of the General Statutes, as may be amended from time to time.

(g) "Party" means an employing board of education or exclusive bargaining representative directly involved and affected by a dispute.

(h) "Public sector collective bargaining interest impasse resolution" means mediation, factfinding or interest arbitration but not grievance or rights arbitration.

(Effective May 24, 1991)

Sec. 10-153f-3. Role of the board

The role of the Board under Sections 10-153f-1 to 10-153f-12, inclusive, of these regulations is limited to matters relating to the nomination of applicants to be appointed to the panel of impartial arbitrators and the evaluation of impartial arbitrators so appointed.

(Effective May 24, 1991)

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

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§10-153f-7

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.

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(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)

Sec. 10-153f-9. Role of the board

(a) The Board shall review the recommendations forwarded by the Commissioner. The Board may approve or reject any or all of the recommendations submitted by the interview committee. For good cause, the Board may direct the interview committee to review any applicant.

(b) The Board shall submit its list of qualified impartial arbitrators to the Governor. Said list shall contain only names of persons approved by the interview committee.

(Effective May 24, 1991)

Sec. 10-153f-10. Evaluation

(a) The Commissioner shall develop an evaluation instrument and cause all arbitrators appointed to the panel to be evaluated. Such evaluation shall include but not be limited to: compliance with the provisions of Section 10-153f of the General Statutes, as it may be amended from time to time; compliance with arbitration statutes or rules; meeting, on a continuing basis, the arbitrator qualifications; filing complete and accurate biographical data with the Commissioner; apprising the Commissioner of changes in personal status or availability to arbitrate cases; compliance with requests from the Commissioner concerning arbitration activities and potential conflicts of interests; submitting awards in a timely manner; meeting statutory time schedules; and, evaluations of an arbitrator's performance by the parties.

(b) Evaluations or a comprehensive summary thereof, of impartial arbitrators shall be provided to the interview committee, Commissioner and the Board when each considers the reappointment of impartial arbitrators pursuant to Sections 10-153f-7 through 10-153f-9, inclusive, of these regulations.

(c) Evaluations of all arbitrators, or a comprehensive summary thereof, shall be forwarded to the Governor at the same time the Board submits its list of qualified impartial arbitrators

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to the Governor.

(Effective May 24, 1991)

Sec. 10-153f-11. Impartial arbitrator conduct, standards, and responsibilities

(a) Impartial arbitrators must continuously demonstrate competence in labor relations, including procedural and substantive matters, integrity, and neutrality.

(b) Except as otherwise provided, the Code of Professional Responsibility for Arbitrators of Labor–Management Disputes approved and published by the National Academy of Arbitrators is incorporated by reference and is applicable to and shall govern the professional behavior of impartial arbitrators.

(c) Impartial arbitrators shall not solicit parties for selection to cases. An impartial arbitrator must uphold the integrity of the profession and must not advertise or solicit arbitration assignments.

(d) It is the responsibility of the impartial arbitrator to schedule time commitments in a manner consistent with the needs of the parties and the expeditious handling of disputes. Assignment to an arbitration case must be declined if the impartial arbitrator is unable to schedule or participate in a hearing within the statutory time limits.

(e) All arbitrators are responsible for providing the Commissioner with complete and accurate data and for keeping the Commissioner informed of changes in personal status and availability to arbitrate cases. Revisions regarding changes in per diem fee schedules, biographical and availability data must be timely submitted. Before acceptance of an arbitration case, an impartial arbitrator must disclose to the parties and the Commissioner any personal or professional relationships or other circumstances that might reasonably raise a question regarding the arbitrator's impartiality. If the circumstances requiring disclosure are not known to the arbitrator before acceptance of the case, disclosure must be made when circumstances become known to the arbitrator. An impartial arbitrator shall withdraw from an arbitration at any time the impartial arbitrator perceives a conflict of interest.

(Effective May 24, 1991)

Sec. 10-153f-12. Intern training program

(a) An arbitrator training program shall be available to applicants or other persons who lack intern arbitration experience in public sector education but who are otherwise qualified.

(b) In order to be considered for the arbitrator intern training program, an individual shall be:

- (1) a resident of Connecticut; and
 - (2) experienced in public sector collective bargaining interest impasse resolution.
- (c) The Commissioner shall select persons for the arbitration intern program.
- (d) Persons selected to the intern program may:
- (1) be recommended by the interview committee; or
 - (2) apply directly to the Commissioner.

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(e) The Commissioner shall select persons who, in the opinion of the Commissioner, will serve the best interests of the state. The Commissioner may limit the number of interns selected in order to ensure that the intern program may be operated in an administratively efficient manner maximizing the opportunities for all interns.

(f) The Commissioner shall keep a list of intern applicants and may, from time to time, select interns from that list.

(g) Interns will be required to attend training classes conducted, sponsored or endorsed by the Commissioner or his designee.

(h) Interns will be required to attend not less than six arbitrations conducted under the provisions of the Teacher Negotiation Act, Section 10-153a *et seq.* of the General Statutes, as may be amended from time to time. The intern must attend these with not less than three different impartial arbitrators, however, only one intern may be present at any one arbitration hearing at the same time. Interns will be required to write not less than three mock awards and submit same to the Commissioner or his designee. The Commissioner or his designee shall review the mock awards.

(i) If in the opinion of the Commissioner the mock awards reflect a degree of proficiency sufficient to be considered for the arbitration panel, the intern will be considered to have completed successfully this portion of the program.

(j) Interns who have completed the requirements of subsection (h) and (i) of this section will be so informed by the Commissioner.

(k) The successful intern shall be invited to an interview with the interview committee at the next available interview date and shall be interviewed pursuant to Section 10-153f-7 of these regulations.

(l) After the interview, successful applicants shall be reviewed pursuant to Section 10-153f-8 and 10-153f-9 of these regulations. Unsuccessful applicants may be given the opportunity to participate in the intern program for a second time, if so recommended by the interview committee or the Commissioner. Successful completion of the intern program does not mean that such intern shall be automatically considered a successful applicant.

(m) No person shall be permitted to participate in the intern program more than twice.

(Effective May 24, 1991)

ATTACHMENT 2

Michael R. Ricci
Arbitrator Mediator

[REDACTED]
Gullford, CT 06437
[REDACTED]

H [REDACTED]
C [REDACTED]

Professional Experience

***Arbitrator/Mediation-**(6/15-current) Private practice in labor and employment arbitration and mediation. Serves both public and private entities with an emphasis on contract interpretation and economic issues.

***Mediator-** *Connecticut State Board of Mediation & Arbitration (3/04-6/15).*
Serves as a full time mediator. Mediating labor disputes in both the private and public realms. Resolving grievances and contract negotiation impasses. Having a strong emphasis on economic issues: e.g. compensation, Health Care & Pensions.

Adjunct Professor-Economics Department, University of New Haven (09-Current).* Instruct Economics of Labor Relations and Industrial Relations courses in the Graduate School of Business. Teach with a thrust on the economics of labor contracts especially, the ramifications of economics on the collective bargaining relationship.

Assistant Agent-Connecticut State Board of Labor Relations (7/02-3/04).*
Served as an investigator and mediator of alleged unfair labor practices. Determined if there were unfair labor practices and drafted dismissals if there was no prohibited practice.

Board Member (Alternate)-Connecticut Employment Security Board of Review (6/97-7/12).* Served as an Administrative Law Judge ruling on Unemployment Insurance appeals.

Arbitration Panels

- ***AAA.** Currently petitioning admittance to the Arbitrator List, expected admittance by 6/16.
- ***FMCS.** Currently petitioning admittance to the Arbitrator List, expected admittance by 6/16.
- ***CT State Board of Mediation & Arb.** Interest Arbitrator Panel, currently petitioning admittance to the Arbitrator List, expected admittance by 5/16.
- ***CT State Board of Education.** Interest Arbitrator Panel, currently petitioning admittance to the Arbitrator List, expected admittance by 5/16.
- ***Connecticut Judicial Branch/Int. Brotherhood of Police Officers..**
- ***State of CT Corrections/AFSCME Council 4**
- ***State of CT/A&R Union**
- ***Pratt & Whitney, UTC/IAFF.** One of two named arbitrators in the CBA

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, Minor in Business. '88, Graduated top 25% 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.*



Heath Grice

June 16-20, 2014

Heath Grice - 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 IIR 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


Bruce M. Grant, Executive Director




David B. Lipsky, Director

**CONNECTICUT STATE DEPARTMENT OF EDUCATION
ARBITRATOR APPLICATION**

1. Name (last, first, middle) Mr. Ms. Mrs.
Ricci, Michael, Richard

2. Home Address (No. and Street)
[REDACTED]

3. Home City and State
Guilford CT

4. Zip
06437

5. Home Phone + Area Code
[REDACTED]

6. E-Mail Address
[REDACTED]

7. Current Employment or Profession
Arbitrator/Mediator

8. Present Organization
MK Golden Associates, LLC

9. Business Address (No. and Street)
[REDACTED]

10. Business City and State
Guilford, CT

11. Zip
06437

12. Business Phone + Area Code Fax Number + Area Code
[REDACTED] cell, [REDACTED] fax, [REDACTED]

13. From (date) 10/15 to Present

14. Exact Title of Present Position
Principle Member

15. Describe Current Responsibilities: *Serve as Labor and Employment Law Arbitrator and Mediator to both public and private entitles.*

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

17. Have you been a labor or employment advocate or representative of a union, employee organization or employer: No

18. A. Significant Past Professional Experience (Title/Organization) Neutral Advocate Years 3/04 to 6/15
Labor Mediator, Connecticut State Board of Mediation & Arbitration

B. Significant Past Professional Experience (Title/Organization) Neutral Advocate Years 7/02 to 3/04
Assistant Agent, Connecticut State Board of Labor Relations

C. Significant Past Professional Experience (Title/Organization) Neutral Advocate Years 6/97 to 7/12
Board Member (Alternate, Administrative Law Judge), Connecticut Employment Security Board of Review

D. Significant Past Professional Experience (Title/Organization) Neutral Advocate Years 09 to PRESENT
(please note: this is a current part time position)
Adjunct Professor, Economics Department, University of New Haven

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

19. Education A. Institution	Degree	Year	Major
<i>Georgetown University</i>	<i>BA</i>	<i>1988</i>	<i>Theology/Ethics</i>

B. Institution	Degree	Year	Major
<i>Middlebury College, Breadloaf School</i>	<i>MA</i>	<i>1992</i>	<i>English/Writing</i>

C. Institution	Degree	Year	Major
<i>Cornell University, Scheinman Inst./Conflict Resolution</i>	<i>Certificate</i>	<i>2015</i>	<i>Arbitration</i>

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)

A. *Pratt & Whitney/ IAFF*

From 10/15 to Present

B. *State of CT Judicial Branch/International Brotherhood of Police Officer*

From 10/15 to Present

C. *State of Connecticut/ASFCME, Council 4*

From 10/15 to Present

22. Total Number of Cases Heard as an Arbitrator:

 FMCS AAA 2 Pri Ref PERM Ump 4 State Agency Other (specify)

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

A. *FMCS*
(petition pending, expected
Admittance 6/16)

B. *AAA*
(petition pending, expected
admittance 6/16)

C.

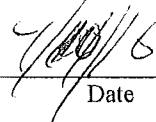
24. Professional Affiliations in Labor Relations (NAA-AA-IRRA-SPIDR)

A. *Association for Conflict Resolution* B.

C.



Signature



Date