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**Panels/Rosters/Listings:**

- American Arbitration Association - Labor Panel
- Federal Mediation and Conciliation Service – Roster of Arbitrators
- USPS-NALC - Regular Contract & Discipline and LMOU Impasse Panels (NALC Region 14/USPS Atlantic Region – CT, RI, MA, VT, NH, and ME)
- USPS-APWU - Regular Arbitrator Panels (Connecticut, New York Region 2 and New York Region 3)
- Connecticut Neutral Arbitrator Panel Appointments - State Board of Mediation & Arbitration; Municipal Interest Arbitration Panel; Employees' Review Board; and Judicial Branch
- The Labor Relations Connection, Inc.
- Commonwealth of Massachusetts - Human Resources Division Arbitrator Roster

**ADR Publications:** “*Key Issues in Law Enforcement Labor Arbitration*,” co-author (with Sheila Mayberry), Chapter 51, *Labor and Employment Arbitration*, LexisNexis, Bornstein, Gosline, Greenbaum and Mayberry, General Editors (2023).

**Prior Adjudication and Mediation Experience:**

Administrative Law Judge - State of Connecticut Chief Human Rights Referee, Office of Public Hearings, Hartford, CT – Dec. 2011 to Dec. 2015. Twice appointed and confirmed by Governor and Legislature. Presided over hearings (including (1) discrimination and retaliation cases referred from the CT Commission on Human Rights and Opportunities and (2) whistleblower retaliation cases) and mediated disputes.

**Sample Arbitration Awards** - <https://www.ctdol.state.ct.us/medarb/grievancearbitrationawards.htm>

(1) SBMA Case 2023-A-0147, Middletown-AFSCME, Co.4; (2) SBMA Case 2024-A-0130, Farmington-AFSCME, Co.4; and (3) SBMA Case 2024-A-0092, Stratford-IAFF Loc. 998; (4) SBMA Case 2024-A-0140, New Haven-UPSEU Loc. 424

**Sample ALJ Discrimination Decisions** –

<https://portal.ct.gov/CHRO/Office-of-Public-Hearings/Public-Hearing/Human-Rights-Referee-Decisions>

(1) Roberts v. State of CT, Court Support Services Division, June 13, 2014; (2) DuBois v. Maharam Fabric Corp., September 19, 2014; (3) Weichman v. State of CT, Dept. of Environmental Protection, November 06, 2015; and (4) Turner v. CT Dept. of Developmental Services, December 10, 2015

**Dispute Resolution Training:**

Mentors/References – John Obee (USPS/NALC Mentorship Sponsorship Program); Sheila Mayberry (USPS/NALC NY and MA); Lee Williamson (CT interest arbitration and public-school teacher grievances; and Quinnipiac Univ. School of Law, Center on Dispute Resolution and Univ. of Connecticut, Mediation Certificate Program (2012) Federal Mediation and Conciliation Service – Becoming a Labor Arbitrator (2023); American Arbitration Association - Labor Arbitrator Trainings (2023), AAA Higginbotham Fellowship (2018).

**Bar Memberships:** Connecticut – Dec. 1993 to present and U.S. District Court, Connecticut – Oct. 1995 to present

**Current Professional Associations:**

Connecticut Valley LERA-Steering Committee Member; Boston LERA; LERA-Maine; and Greater Rhode Island LERA

**Legal, Governmental Relations and Government Related Experience:**

CT Dept. of Social Services – Dec. 2015 to June 2022; Dir. of Operations, Office of Gov. Malloy – Jan. 2011 to Dec. 2011; The College Board, March 2010 to Dec. 2010; ING Americas, Aug. 2005 to Jan. 2009; Univ. of Conn. – Sept. 2000 to Aug. 2005; CT Dept. of Children & Families – Jan. 1999 to Sept. 2000; CT Dept. of Education – 1998-99 and 1993-95; and Special Counsel to the Connecticut Attorney General Richard Blumenthal – Jan. 1995 to Dec. 1997

**Education:**

University of Connecticut School of Law, J.D., Hartford, Connecticut (Executive Editor, Connecticut Journal of International Law) and Princeton University, B.A., Economics