

Joseph Michael Celentano
P. O. Box 756
Colchester, CT 06415
Phone/Fax (860) - 603-2455
[E-Mail.celentano@outlook.com](mailto:E-Maill.celentano@outlook.com)

Experience: Over forty-years' experience as a neutral in the field of labor relations — investigator/ mediator, attorney and arbitrator. Full time arbitrator since 1998. Presently an Arbitrator for the Federal Mediation and Conciliation Service, American Arbitration Association, Connecticut Board of Mediation and Arbitration Grievance Arbitration Panel, Connecticut Board of Mediation and Arbitration Interest Arbitration Panel, New York City, Office of Collective Bargaining, State of Connecticut Clerical Unit Panel, Pratt and Whitney/IAM Panel, Yale University and Unite-Here Panel, Labor Relations Connection Panel.

Prior Affiliations include Massachusetts Board of Conciliation and Arbitration, Fact Finding Panel; State of Connecticut Education Department, Mediation Panel. State of Connecticut and SEIU Local 511-Maintenance Bargaining Unit Panel, State of Connecticut, Corrections Panel, Federal Aviation Administration/NATCA Pre-Arbitration panel for the Northeast Region, New Hampshire Public Employee Relations Board. Volunteer Arbitrator under the Connecticut New Automobile Warranties Act.

Issues: Absenteeism, Arbitrability, Bargaining Unit Work. Conduct (Off Duty/Personal), Demotion, Discipline (Non- Discharge), Discipline (Discharge), Drug/Alcohol Offenses, Fringe Benefits-Bonus, Holidays, Insurance, Sick Leave, Vacation, Job Performance, Job Posting/Bidding, Layoffs, Bumping/ Recall, Management Rights, Past Practices, Pension and Welfare Plans, Promotion. Retirement, Seniority, Sexual Harassment, Subcontracting, Theft, Wages-Cost of Living Pay, Holiday Pay, Overtime Pay, Vacation Pay, Work Hours/ Schedules, Assignments, Violence or Threats.

Industries: Beverage, Brass and Copper, Electrical Equipment, Food (Manufacturing/Processing/Service), Foundry, Hospital/Nursing Home, Hotel/Motels, Housing, Restaurant, Police and Fire, Construction, Education, Office Workers/Clerical, Organizations, Municipal, State and Federal Government, Transportation, Utilities.

Work History: 1993-1997: General Counsel, Connecticut State Board of Labor Relations. 1983-1991: Assistant General-CSBLR. During my tenure as Attorney with the Board, I was responsible for writing and/or editing numerous decisions; providing legal advice to the Board on matters before it and representation on matters appealed to the courts. Handled numerous cases on appeal including approximately twelve cases before the State Appellate and Supreme Courts. 1991-1993: Acting Chairman, Employment Security Board of Review, where I chaired a three-member board that heard appeals from decisions of administrative hearing officers. Managed a staff of 65 and a budget of 5.5 million. 1979- 1983: Assistant Agent, CSBLR- Investigated and mediated over 500 unfair labor practice and representation cases.

Education: J.D. Western New England College of Law. B. A. University of Connecticut, Admitted Connecticut Bar 1978

Compensation: The fee is \$2200.00 day for hearing. A hearing day is any portion of a day up to seven hours. Time for research and preparation of award is prorated at \$325.00 per hour. Out of pocket. photocopy. mailing expenses, and. word processing costs may be charged for interest arbitration and/ or complicated cases. Reasonable travel and/or mileage expenses are charged.

Cancellation Policy: A per diem is charged for any case that is settled, postponed, or withdrawn within fifteen business days of the scheduled hearing date.