

TWENTY-FOURTH ANNUAL LABOR ARBITRATION CONFERENCE

MODERATOR AND SPEAKER BIOS

Peter Adomeit, Arbitrator

Peter Adomeit is a full-time labor arbitrator residing in West Hartford, Connecticut. He earned his B.A. from Carleton College in 1962 and his J.D. from the University of Minnesota in 1965. He then served for a year as law clerk to The Honorable James R. Browning on the United States Court of Appeals for the Ninth Circuit in San Francisco. He then served for three additional months as law clerk on the same court to the Honorable J. Warren Madden - who coincidentally had been the first Chairman of the National Labor Relations Board. Peter practiced Labor Law for five years with the San Francisco law firm of Neyhart and Grodin. In 1972, he accepted a position as Associate Professor of Law with the University of Connecticut, teaching labor law, public sector labor law, and civil procedure. In 1978, he became Associate Dean and Professor of Law at Western New England College (now University), becoming professor emeritus in 2017. In 2016, he accepted the position of Chair and Neutral Trustee of the Connecticut State Employees Retirement Commission, where membership in the National Academy of Arbitrators is a statutory prerequisite. He has been a labor arbitrator since 1972.

Kristin Allain, Chief People Officer, Newport Restaurant Group

Kristin Allain began her restaurant career at age 15 bussing tables at a local restaurant. Following her graduation from Salve Regina University, she worked for several different Newport restaurants, finally joining Newport Restaurant Group in 1997 as a bookkeeper. Kristin worked in the accounting department for several years before starting the company's Human Resources Department, having earned her HR Certification from Bryant College. Kristin grew as the company did, eventually earning the title of Chief People Officer. Kristin currently oversees all HR functions for Newport Restaurant Group including compliance administration, employee relations, employee ownership, employment law, recruiting, training and payroll. She also provides leadership for compensation planning and design, benefit program analysis, succession planning and performance management strategy. Kristin has served on multiple HR panels and currently serves on the RIHA HR Counsel.

Nicholas Anastopoulos, Esq., Partner, Mirick O'Connell

Nick is a member of his Firm's Labor, Employment and Employee Benefits Group and former chair of the Higher Education Group. His practice includes traditional private- and public-sector labor law, litigation of employment disputes, and counseling on labor, employment and human resource matters. While maintaining a diverse practice, he has developed a significant emphasis on labor relations. Nick regularly counsels clients on traditional labor issues, including election campaigns, complex contract formation disputes, grievance adjustment and arbitration, unfair labor charges, strikes, picketing, and other work stoppage issues and reduction-in-force planning. Nick has negotiated over 175 collective bargaining agreements and successfully represented public sector/public safety clients at the JLMC. He has appeared before numerous state and federal agencies including the National Labor Relations Board, the Massachusetts Division of Labor Relations, the Equal Employment Opportunity Commission, Massachusetts Commission Against Discrimination, and the Occupational Safety and Health Administration. In 2017 and in 2018, Human Resource Executive Magazine and Lawdragon recognized Nick as being one of the "Top 20 Lawyers in Traditional Labor & Employment Law." Boston magazine and Law & Politics have recognized Nick as one of Massachusetts' "Super Lawyers" every year since 2013 and a Massachusetts "Rising Star" from 2006 to 2010. He was also selected by the Worcester Business Journal as one of the "40 Under Forty" young professionals honored for their professional achievements and community service. Prior to joining his law firm, Nick was labor counsel for the City of Boston and an Assistant District Attorney in Suffolk County.

Jillian M. Bertrand, Esq., Pyle Rome Ehrenberg PC

Jillian Bertrand is a partner at Pyle Rome Ehrenberg in Boston, a boutique labor and employment firm that has been fighting for the rights of working people throughout New England for over 25 years. Jill has focused her entire legal career on the labor movement and workers' rights. During law school, she was awarded a prestigious fellowship by the Peggy Browning Fund, a nonprofit corporation established in the memory of Margaret A. Browning, a prominent labor attorney and member of the National Labor Relations Board. Jill originally joined Pyle Rome as an associate attorney in 2011. In 2020, she was appointed Chief Counsel of the Massachusetts Department of Labor Relations, where she provided general legal counsel and represented the Commonwealth Employment Relations Board before the Massachusetts Appeals Court and Supreme Judicial Court. Jill returned to Pyle Rome as a partner in 2022, where she advised public and private sector unions on a full spectrum of labor and employment matters, including collective bargaining, contract administration, representation, and unfair labor practice proceedings. Jill earned her political science degree from Fairfield University in 2005 and her J.D. from Northeastern University School of Law in 2011. She is licensed to practice in Massachusetts and Connecticut.

Richard Bock, Esq., NLRB Associate General Counsel

Richard A. Bock is the head of the NLRB's Division of Advice. As its Associate General Counsel, he oversees Advice's two branches: the Regional Advice Branch, which handles complex case submissions from the Agency's Regional offices and issues Advice Memoranda which offer guidance and direction to those offices; and the Injunction Litigation Branch, which handles cases in which injunctive relief is being considered or pursued. Bock assumed his position in Advice in August of 2019 after nearly three years serving as the Deputy Associate General Counsel in the Division of Operations-Management, which oversees the Agency's Regional offices. A native of Brooklyn, New York, Bock is a graduate of Syracuse University and Hofstra University School of Law, where he later taught as a Special Professor of Law. He began his career at the NLRB's Brooklyn Regional Office in 1996, where he spent 16 years, the last four as a Supervisory Attorney. He is the author of two scholarly articles: Secondary Boycotts: Understanding NLRB Interpretation of Section 8(b)(4)(B) of the National Labor Relations Act, 7 U. PA. J. LAB. & EMP. L. 905 (2005); and, Multiemployer Bargaining and Withdrawing from the Association After Bargaining Has Begun: 38 Years of "Unusual Circumstances" Under Retail Associates, 13 HOF. LAB L.J. 519 (1996). Recently, he was selected for admission as a Fellow of the College of Labor and Employment Lawyers. His induction is scheduled for November 2023. Bock lives in Maryland with his wife, novelist Caroline Bock. They have two children.

Dr. Peg Boyd, Director, Schmidt Center for Labor Relations & Human Resources

Dr. Peg Ferguson Boyd is the Director of the Schmidt Center for Labor Relations and Human Resources and Graduate Programs Director. She holds an Assistant Teaching Professor appointment in the Management area at the University Of Rhode Island College of Business Administration. Peg is currently the President of Springfield College Alumni Council and serves as a Trustee at Springfield College. She is active in the community as the Parent Representative on the CHARIHO district curriculum review board and a Cadette leader to Girl Scouts Troop 309. Peg was Assistant Dean of the College of Business from 2004-2019 where she overhauled advising, admissions, transfers, and internships. She developed a web-based curriculum bridging academic theory with career exploration. Peg was President of the New England Association of Cooperative Education and Field Experience, the 2014 URI Outstanding Woman of the Year, and chair of the Associate Dean's Think Tank of New England for 4 years. She is a Board member of the S.T.R.A.C Institute. She completed HERS Advancing Women Leaders in Higher Education and holds a Doctorate of Educational Leadership from Johnson & Wales University, a Master of Counseling and Psychology from Springfield College, and a Bachelor of Arts from Fordham University.

Shari Broder, Esq.

Shari B. Broder, Esq. has been a labor arbitrator, fact finder, and hearing officer since 1992. She has resolved cases for many state, county and municipal units of government and federal agencies, private businesses and individuals throughout the Northeast and beyond. In addition to serving as Chair of the Maine Board of Arbitration and Conciliation since 1999, she is alternate chair of the Maine Labor Relations Board, and on the labor arbitration panels of the American Arbitration Association, Federal Mediation and Conciliation Service, Labor Relations Connection, Social Security Administration, as well as a number of permanent arbitration panels. Shari also taught the employee relations course at the University of Southern Maine, and served as President of the Maine LERA chapter and the Maine Association of Mediators.

Jeffrey R. Cassidy, NAA

Jeffrey R. Cassidy was a high school social studies teacher for six years. He then worked as a Labor Relations Specialist for the New York State United Teachers for 30 years, handling bargaining, contract enforcement and serving as the principal trainer for all state teacher union labor staff in arbitration and labor board hearings. Mr. Cassidy also served as a Board Member, Hearing Officer and Chief Mediator for the New York State Industrial Boards of Appeals, hearing and mediating wage and hour and discrimination cases for four years. He has been a full-time arbitrator for 13 years, is a member of the National Academy of Arbitrators and lives in Brewster, MA.

Eileen A. Cenci, NAA-NE Region Co-Chair

Eileen A. Cenci has maintained a full-time labor arbitration practice for over twenty years. During that time, she has served on panels maintained by the American Arbitration Association, The Labor Relations Connection and the Federal Mediation and Conciliation Service. She has also served on numerous arbitration panels for the United States Postal Service and three of its unions, the National Association of Letter Carriers, the National Postal Mail Handlers' Union and the American Postal Workers' Union. In addition, she has served or currently serves on a number of state panels. Ms. Cenci is a member of the National Academy of Arbitrators and currently serves as co-president of the NAA New England Region. She holds a J.D. degree from Northeastern University School of Law. Prior to becoming a full-time arbitrator, she worked for fourteen years as Staff Counsel to the Massachusetts Teachers' Association. In that role, she frequently served as an arbitration advocate. She also has experience as a litigator in both civil and criminal court cases. Ms. Cenci has frequently served as a panelist, moderator or presenter at arbitration conferences and workshops.

James Cooper, NAA

James Cooper has served as an ad hoc labor arbitrator for 42 years. He is a member of the Massachusetts and Florida bars and maintains offices in Boston, Woonsocket, Rhode Island, and St. Augustine Beach, Florida.

Will Evans

Will Evans is an independent arbitrator and mediator with over 20 years' experience resolving labor and employment disputes. Previously, he served as a hearing officer at the Massachusetts Department of Labor Relations, where he arbitrated, investigated, mediated, and adjudicated labor disputes. As a labor and employment attorney in Boston, he represented employers, unions, and individuals in all phases of administrative and court litigation. He received a Bachelor of Arts degree from Tufts University, Master of Arts degree from the University of Massachusetts at Amherst, and J.D. from Harvard Law School.

Jillian Folger-Hartwell, Esq., Littler Mendelson P.C.

Jillian Folger-Hartwell's practice focuses exclusively on representing management and litigating and advising on labor and employment law matters. Jillian devotes a substantial portion of her practice to compliance, especially as it relates to managing leaves of absence under the Family and Medical Leave Act, disability issues under the Americans with Disabilities Act, and compliance with other similar state laws. Jillian has extensive experience representing employers in the healthcare, higher education and hospitality industry settings. Jillian represents unionized employers in labor arbitrations and defends employers against discrimination claims. Jillian's litigation experience extends to claims for violations of non competition and confidentiality agreements, misappropriation of trade secrets, and unfair competition claims. Jillian routinely conducts in-house training on employment-related topics, including anti-harassment and #metoo training seminars. Previously, Jillian worked for the American Arbitration Association, managing arbitration proceedings for a variety of labor clients. After law school, she was a law clerk to Justice Robert G. Flanders Jr. of the Rhode Island Supreme Court.

Mark P. Gagliardi, Esq., Law Office of Mark P. Gagliardi

Mark P. Gagliardi has been a solo practitioner focusing on employment law since 2005. Mark is a graduate of Boston College and Roger Williams School of Law where he served as the Articles Editor for the Law Review. Mark has litigated and tried cases in state and federal court in Rhode Island and Massachusetts in a wide range of employment cases involving sexual harassment, discrimination, and retaliation. In 2021, Mark secured reinstatement through arbitration for two public school teachers – in Leicester, MA and in Fall River, MA – who were fired for conduct unbecoming because of comments they made on social media while off duty. In 2022, Mark obtained an \$800,000 judgment in a pregnancy discrimination case against the City of West Warwick. Mark is a member of the American Association of Justice, the National Employment Lawyers Association, and the Justinian Society. Mark is a native of Fall River, Massachusetts, and he resides in East Greenwich, Rhode Island with his two sons.

Susan E. Halperin, NAA

Susan Halperin Susan Halperin has been a labor arbitrator and mediator for over forty-three years and fifty years as an attorney. In 1976, Susan was hired by the Connecticut State Board of Education to manage Teacher/Board Negotiations. During her tenure, numerous teacher strikes occurred in Connecticut, ending with the jailing of hundreds of teachers from Bridgeport, Connecticut. She managed the conclusion of such strikes by utilization of Department of Education Mediators, the Labor and Education Commissioners, as well as FMCS, which she invited to assist her. As a result of the strikes, binding interest arbitration was adopted. She left the department in 1979 and was appointed to the first panel of binding interest arbitration for Teachers/Board Negotiations, the State Board of Education Mediation Panel, the interest panel for municipal binding arbitration, and the appeals and fact-finding panels at the Connecticut State Board of Mediation and Arbitration. She thereafter joined the AAA and FMCS panels. As her labor practice was growing, Susan lobbied at the Connecticut General Assembly and was counsel for the Connecticut Association of Private Nonprofit Childcare Agencies, Inc., (residential treatment for children), the Connecticut Association of Substance Abuse Agencies (all providers of inpatient and outpatient drug and alcohol treatment), and other nonprofits, including the first program for homeless people in Connecticut.

Andrew Henneous, Partner, Henneous, Carroll, Lombardo, LLC

Andrew attended Roger Williams College from 1988 -1992 and graduated with a Bachelor of Science degree. He then attended Roger Williams University School of Law and graduated in 1998. Andrew clerked for then Superior Court Justice O. Rogeriee Thompson (now on the 1st Circuit) and also clerked at the Rhode Island Department of Education. After graduating law school he was employed as an associate by a mid-size Providence-based law firm and quickly became a partner. In 2017 he, along with Aubrey Lombardo and Mary Ann Carroll, decided to form Henneous Carroll Lombardo, LLC with a goal of providing quality legal services to their clients in a personalized yet professional manner and returning to individualized attention for each client and each issue.

John Higgins

John E. Higgins, Jr., is currently an adjunct professor at Catholic University Law School. He has been Editor-in-Chief of Developing Labor Law and Co-Editor-in-Chief of How to Take a Case before the NLRB for over 20 years. In 2010, he retired from the National Labor Relations Board after a 47-year career. During that time, he served as a Supervisory Attorney in the Memphis, Tennessee Regional Office, a Board Member, Acting General Counsel, and Deputy General Counsel, among his many roles. He is a past president of the College of Labor and Employment Lawyers (the College) and the Association of Labor Relations Agencies (ALRA). As Chair of the College's Video History Project, John produced The Art and Practice of Arbitration, which he will introduce at the URI Conference on Sunday night. John is originally from Melrose, MA, and graduated from Malden Catholic High School. He received his B.A. degree from Boston College, his J.D. from Boston University, and his M.S. from Cornell University. He lives in Chevy Chase, MD, with his wife, Rosemary Pye, an NAA Arbitrator and past Regional Director of Region 1, NLRB, covering New England.

Carly Beauvais Iafate, Attorney, Law Office of Carly Beauvais Iafate, P.C.

Carly Iafate is a Rhode Island attorney specializing in labor and employment law. For the past 20 years, she has primarily represented public sector labor unions, associations of retired public employees and plaintiffs in employment discrimination matters. Carly has handled many cases on behalf of clients in arbitration, before the Rhode Island Superior and Supreme Courts, as well as the U.S. District Court for the District of Rhode Island and the First Circuit Court of Appeals. She is also a member of the United States Supreme Court bar. Carly is an Adjunct Professor having taught Employment Discrimination and Labor Law at Roger Williams University School of Law. She also serves on the Supreme Court Board of Bar Examiners. Prior to starting her law practice, she served as law clerk to now-retired Chief Justice Frank J. Williams. She is a graduate of the University of Massachusetts – Amherst and Roger Williams School of Law.

Emma Karnes, Union Organizer, UFCW Local 328

Emma Karnes is a union organizer with UFCW Local 328, where she's supporting the incubation of Rhode Island's first worker-owned cannabis dispensary, PVD Flowers. She was previously a member of the Virginia Solidarity Economy Network, a researcher with the Cooperative Cannabis Economy Group in Humboldt, California, and spent a summer working with organic family farmers at Organic Valley, a farmer-owned dairy cooperative. She believes in the possibility and power of an economy more rooted in cooperation, justice, and solidarity.

Michael Loconto, Esq., Arbitrator

Michael Loconto is a Boston-based arbitrator and mediator conducting in-person and remote hearings nationally and internationally in labor, employment, consumer and commercial disputes. Arbitrator Loconto is a member of the AAA, LRC and FMCS labor arbitrator rosters and a number of other federal, state and local rosters and direct appointment panels across the country. Arbitrator Loconto has two decades of practical experience, previously serving as an in-house counsel to a small college and a labor and employment relations leader for Harvard University and the City of Boston. He is the current President of Boston's LERA Chapter, and teaches courses on contracts and bargaining for union and management representatives at The Labor Guild School of Labor-Management Relations in Boston. He recently served on the Board of Editors for a volume on Interest Arbitration (Aitchison, Gaba & Downes, Interest Arbitration (Miller, Vannoy and Scott 3d ed., LRIS Books, 2022)).

Sheila Mayberry, NAA

Sheila Mayberry has been a full-time labor arbitrator and is a member of the National Academy of Arbitrators. Her primary area of practice is the arbitration of labor-management disputes. Ms. Mayberry's practice serves a wide variety of the private and public sectors, including education, public safety, private utilities, and transportation. She is an editor of Labor and Employment Arbitration, Bornstein; Gosline; Greenbaum, and Mayberry eds. (Matthew Bender/Lexis). Ms. Mayberry serves as the Chair of the NAA Membership and Co-Chair of the Program Committee. She served as a Co-chair of the NAA-New England region for many years; and the Program Committee for the URI/NAA Labor Arbitration Conference. She is a graduate of the University of Michigan, with a B.A. in Economics, and of Temple University, Beasley School of Law.

Paige McKissock, Esq., Segal Roitman, LLP

Paige McKissock is a partner at the Boston law firm of Segal Roitman, LLP. Ms. McKissock represents private and public sector unions in arbitrations, collective bargaining, and administrative and court proceedings. She also advocates for individual employees in wage and hour, discrimination, and other employment disputes, with a focus on protecting the rights of the low-wage immigrant workforce. Her clients include unions and individuals in the service, textile, manufacturing, education, and transportation industries. Ms. McKissock has authored papers and presented on panels for the Lawyers Coordinating Committee of the AFL-CIO, American Bar Association, Boston Bar Association, and Massachusetts Continuing Legal Education on a variety of topics that intersect with her practice including protected leave and accommodations, technology, ethical issues in representing low-wage employees, and the rights of immigrant workers. From 2018-2023, she has been recognized as a "Rising Star" in the field of labor and employment law by New England Super Lawyers. She is Co-Chair of the Labor and Employment Section of the Boston Bar Association and has been a member of that section since 2021. Ms. McKissock is a graduate of the University of Vermont and Northeastern University School of Law.

Dr. Frank Mullins, Fred '78 and Sue Newton Endowed Professor of Human Resources Management (HRM), University of Rhode Island

Dr. Frank Mullins is the Fred and Sue Newton Endowed Professor of Human Resource Management (HRM) and Associate Professor in the College of Business, University of Rhode Island. Prior to joining URI, he held academic appointments at North Carolina A&T State University, Rutgers University, University of Alabama in Huntsville and University of North Carolina system. He earned a Ph.D. in Business Administration from Syracuse University. His research focuses on the impact of corporate governance on HRM. He has taught various HRM courses including compensation and strategic HRM.

Silvio Napolitano, Esq., Senior Staff Representative, AFSCME Council '94

Silvio Napolitano is a licensed attorney in Massachusetts since 2010 and Rhode Island since 2011. He is also licensed in Federal Court for the District of Rhode Island since 2011. Began practicing law helping low-income Rhode Islanders for a nonprofit agency called the RI Center for Law and Public Policy as well as working as a solo practitioner in his firm in 2011. His primary focus was in small business start up and estate planning through a clinic held at the Senior Centers throughout RI. Silvia also helped employees navigate unemployment at the RI Department of Labor and Training as well as some limited work in family law. In January of 2013, Silvia began working per diem with RI Council 94, AFSCME, AFL-CIO helping to create and summarize arbitration decisions. By October of 2013, he was hired into a permanent full time role as a staff representative and quickly rose into his current position of Sr. Staff Representative/Attorney representing approximately 14 local unions throughout Rhode Island, both State and Municipal. Rhode Island Council 94, AFSCME, AFL-CIO, located off Charles Street in North Providence, is Rhode Island's largest state employee Union representing approximately 4,000 state employees, 4,000 municipal employees, and 2,500 retirees.

Elizabeth Neumeier, NAA Program Chair

Elizabeth Neumeier has been a full-time practitioner in the field of dispute resolution since 1983. Her primary area of practice is the arbitration of labor-management disputes. Ms. Neumeier served for 10 years as an arbitrator for United States Steel Corporation and the United Steelworkers of America in Pittsburgh, PA. She expanded her practice to a wide variety of the private and public sectors after returning to her native Massachusetts in 1993. Ms. Neumeier was admitted to the National Academy of Arbitrators (NAA) in 1990 and served as a member of the NAA Board of Governors and as Vice President, and she continues to serve on numerous committees, nationally and for the New England region. In 1991-1992 she served as President of the Society of Professionals in Dispute Resolution (SPIDR), now the Association for Conflict Resolution (ACR). Ms. Neumeier has a B.A. in Economics from New York University, a J.D. from Boston University School of Law and is a member of the Massachusetts bar. Massachusetts Governor Deval L. Patrick appointed Ms. Neumeier to the Commonwealth Employment Relations Board in 2008, where she served for eight years. She volunteers with the Maine Adaptive skiing program and on the Gloucester Local Cultural Council.

William O'Gara, Principal, Pannone Lopes Devereaux & O'Gara LLC

William E. O'Gara is a Principal with Pannone Lopes Devereaux Gara LLC, whose practice focuses on employment and labor law and mediating disputes. With over 30 years of experience, Attorney O'Gara has handled a wide range of cases including employment discrimination, wage and hour claims and sexual harassment claims. Attorney O'Gara also assists clients with traditional labor law matters, ranging from contract negotiations to arbitration. As a trusted advisor, Attorney O'Gara works with clients on a daily basis regarding a wide array of employment issues that arise without warning and that employers confront. As an experienced practitioner, Attorney O'Gara has successfully mediated a wide range of disputes both at the pre-litigation stage and before trial. He also conducts workplace investigations and provides training for managers and supervisors on employment-related issues. Among the industries he represents include: Health Care, Education, Social Service Providers, Construction, Warehousing and Distribution, and Technology. Attorney O'Gara earned his J.D. from Northeastern University and his Master in Industrial Relations from the University of Rhode Island. Attorney O'Gara leads the firm's Employment and Litigation Teams, and is a member of the Massachusetts and Rhode Island bars, representing clients before administrative agencies and state and federal courts.

Kevin O’Leary

Kevin O’Leary is an arbitrator based in New London, New Hampshire. From 1989 until 2017, Kevin served as a management-side labor and employment attorney. He represented private and public sector employers in labor relations matters, including grievance arbitrations. Kevin’s arbitration experience includes disciplinary issues such as drug use, loss of driver’s license, poor attendance, and job performance. He also arbitrated disputes regarding contract jurisdiction, pay disputes, eligibility for disability benefits, seniority disputes, and subcontracting. The issues arose in various employment contexts, including the public sector, manufacturing, package delivery, and utilities, as well as public safety, dining services, and auxiliary services in a higher education environment. In 2018, Kevin began working as an independent factfinder and investigator, retained by public and private sector employers to investigate allegations of discrimination, violation of policy, and employee misconduct. Kevin has also served as a Hearing Officer, deciding allegations of misconduct in the Title IX context for higher education clients. Kevin is a member of the New Hampshire Public Employee Labor Relations Board Arbitrator Panel and the Council for Higher Education Accreditation Arbitration Panel. Kevin is a member of the NAA New England Region Arbitrator Salon.

Matthew Parker, Esq., *Whelan Corrente & Flanders LLP*

A partner at Whelan Corrente & Flanders LLP and a graduate of Boston College Law School, Attorney Parker has represented some of the largest employers in the state for more than a decade. He counsels employers and human resources professionals on how to hire, fire, pay, manage, and negotiate with employees; drafts employment contracts, employee handbooks, non-compete agreements, and non-disclosure agreements; conducts workplace investigations and training; represents companies and individuals in federal and state courts; and is an experienced practitioner before administrative agencies such as the R.I. Commission for Human Rights, the R.I. Department of Labor, the National Labor Relations Board, and the U.S. Equal Employment Opportunity Commission. In his “free” time, Matt is an editor of HR Hero’s “Rhode Island Employment Law Letter,” is the Chair of the Labor Law and Employment Committee of the Rhode Island Bar Association, and he enjoys spending time with his wife and their two young children.

Rosemary Pye, NAA

Rosemary Pye is a long-time friend of the URI SLRC Conferences. During her 23 years as regional director of Region 1 of the National Labor Relations Board, which covers N.E. except for Connecticut, she enjoyed speaking every spring at the SLRC Labor and Employment Law Conference. Since retiring from the Board after 38 years and becoming an arbitrator and mediator in New England and the Washington, DC area, she has appreciated being a moderator or speaker in these URI/NAA arbitration conferences. Last year, she married for the first time to John Higgins, a retired NLRB official and now Catholic Law School professor and Developing Labor Law editor, who is also the son of Jack Higgins and brother of Dick Higgins, well known NE arbitrators who are now deceased. In other words, Rosemary has joined the family business. Rosemary is a member of the College of Labor and Employment Lawyers and, just recently, was elected to the National Academy of Arbitrators. She thanks the New England Chapter of the NAA for nominating her, and she is proud to be a part of such an active chapter. Rosemary is a Massachusetts native, who has spent most of her life and professional career in New England. She is a graduate of Wheaton College, Harvard University, and Cornell Law School.

Daniel Rainey, *Principal, Holistic Solutions, Inc.*

Daniel Rainey is a principal in Holistic Solutions, Inc. (HSI), and an adjunct faculty member in graduate dispute resolution programs and law schools in the US and Europe. He is currently a Fellow of the National Center for Technology and Dispute Resolution , and a founding Board Member and Chair of the Governance Committee of the International Council for Online Dispute Resolution (ICODR). He served as the Co-Chair of Working Group 3 of the ODR Task Force for the American Bar Association Section of Dispute Resolution, and Co-Chair of the International Mediation Institute’s Online Mediator Competency Task Force. He is an immediate past member of the Supreme Court of Virginia’s Access to Justice Commission, Self-Represented Litigants Committee. He is one of the Editors-in-Chief of the International Journal of Online Dispute Resolution. He is also an author/editor of the award-winning book, Online Dispute Resolution Theory and Practice (2nd edition published in 2021), and numerous other book chapters and articles about ODR and ADR. In 2022, his latest book, Integrating Technology Into Your Dispute Resolution Practice: Making Friends with the Fourth Party, was released by Eleven International Publishers. In September, 2017, he retired as the Chief of Staff for the National Mediation Board, and in October, 2017, at the Association for Conflict Resolution annual conference, he received the Mary Parker Follett Award for innovation in dispute resolution.

Jeffrey Shapiro, Esq., Fisher Phillips

Jeff brings a deep understanding of the law with a steadfast commitment to helping employers mitigate risk while at the same time fostering safe, diverse and inclusive workforces. He has a demonstrated track record of success over more than 25 years, both in-house and in private practice, counseling and defending employers on a wide range of labor, employment and safety matters, including with respect to Title VII, the Americans with Disabilities Act, the Family and Medical Leave Act, the Age Discrimination in Employment Act, the Fair Labor Standards Act, the National Labor Relations Act, and the Occupational Safety & Health Act. As a seasoned litigator, his unique systems-thinking approach delivers sound, risk-based guidance to employers for more informed choices in furthering their business objectives. Before joining Fisher Phillips, Jeff was Senior Vice-President, Deputy General Counsel, Employment & Benefits, of a large wholesale food distributor with operations across North America. In that role, Jeff helped establish best practices and oversaw issues involving discrimination, harassment, retaliation, reasonable accommodations, drug and alcohol testing, wage and hour class actions, pay equity, diversity and inclusion, trade secrets, and restrictive covenants. He was also deeply involved in the company's COVID-19 response and led the handling of inspections and enforcement actions involving federal and state OSHA matters. Jeff was previously a partner at an Am Law 50 law firm and represented employers in employment, safety, and regulatory matters across the United States. He was also an invited guest on the "Fox & Friends" television show, discussing the difficult decisions facing employers with respect to drug testing programs and medical marijuana. Throughout his career, Jeff has been involved in overseeing, conducting and defending serious investigations – both government enforcement investigations and internal workplace investigations. He has trained dozens of Human Resources professionals and other business leaders on best practices in conducting fair, impartial and defensible investigations.

Mary Ellen Shea, NAA

Mary Ellen Shea is the co-chair of the Diversity, Equity, Inclusion and Belonging (DEIB) Committee of the National Academy of Arbitrators' New England Region. Ms. Shea is in private practice as an arbitrator, mediator, facilitator and trainer. Ms. Shea has been committed to improving access to dispute resolution services that better serve labor and management advocates and their clients and has focused her work on raising awareness about and broadening diversity in the field. Ms. Shea has served as adjunct faculty at University of Rhode Island and Antioch College and as visiting Instructor at University of Massachusetts, Amherst. Ms. Shea earned her degrees from Northeastern University and from Harvard's Kennedy School of Government, and completed the Program on Negotiation and Dispute Resolution at Harvard Law School.

Rebekah Smith, Arbitrator

Rebekah Smith has maintained a neutral legal practice as a mediator and arbitrator since 2005. She is on the labor arbitration panels of the Federal Mediation and Conciliation Service, the American Arbitration Association, and the Labor Relations Connection, as well as the fact-finding panel of the Maine Labor Relations Board. In addition, Ms. Smith is a neutral Alternate Chair seat on the Maine Labor Relations Board. She also provides mediation services in grievances and collective bargaining agreements. In addition, Ms. Smith serves as an administrative hearing officer for state agencies and an independent outside investigator for private employers, government entities, and public and private schools. Ms. Smith is a past President of the Board of the Maine Association of Mediators and past President of the Board of the Labor and Employment Relations Association – Maine Chapter. Ms. Smith has conducted mediation and arbitration training for the Maine State Bar Association, the Maine Association of Mediators, and LERA-Maine. Ms. Smith received her bachelor's degree, cum laude, from Bowdoin College, and her law degree, magna cum laude, from the University of Maine School of Law. She served as a judicial clerk for Chief Justice Daniel Wathen of the Maine Supreme Judicial Court and then for Judge Frank M. Coffin of the United States Court of Appeals for the First Circuit before conducting a two-year Skadden Fellowship representing clients in the legislature and through impact litigation prior to her neutral career.

Sherrie Rose Talmadge

Sherrie Rose Talmadge has maintained a full-time arbitration practice for close to thirty years. A graduate of Suffolk Law School, Ms. Talmadge serves as arbitrator, mediator, and factfinder with a broad range of experience with both public and private sector issues. Currently, she sits on the Board of Governors for the National Academy of Arbitrators, in addition to participation in other committees, and is active in the New England Chapter of the NAA. As a member of the International Studies Committee, Ms. Talmadge was part of the NAA delegation to Cambodia in 2022 to meet with members of the Arbitration Council of Cambodia. Ms. Talmadge has participated in workshops, seminars, and lectures for various organizations, including the AAA, and has been a frequent panelist at the URI Labor Arbitration Conferences. Ms. Talmadge is a member of the permanent panels of the American Arbitration Association, the Federal Mediation and Conciliation Service, The Labor Connection, and various state and city panels. For over 30 years, Ms. Talmadge has served on the United States Postal Service panels with its three major crafts (NALC, APWU and NPMHU). Prior to starting her full-time arbitration practice, Ms. Talmadge held the position of Administrative Law Judge/Hearing Officer for the Massachusetts Labor Relations Commission (currently, Massachusetts Department of Labor Relations) for ten years, and worked for three years as an Arbitrator/Mediator for the Massachusetts Board of Conciliation and Arbitration. Ms. Talmadge is an Advisory Committee member (and former President) of the Massachusetts Chapter of the Labor and Employment Relations Association (LERA).

Beth Wolfson, NAA-NE Region Co-Chair

Beth Anne Wolfson, a Massachusetts attorney, is a labor, arbitrator, mediator and neutral fact-finder. From 2009 to 2020 she was a member of the adjunct faculty at New England Law|Boston, where she taught Labor Law and Employment Law. From 1993 to 2015 she was an Adjunct Assistant Professor in the Law, Taxation and Financial Planning Department of Bentley University, Waltham, Massachusetts, where she taught courses in Current Issues in Labor & Employment Law and Gender & the Law. Arbitrator Wolfson has lectured on issues in arbitration including Social Media at Work; Arbitration Practice – Texts, Tweets &; Other Electronic Messaging: How Reliable are they as Evidence; Arbitration & Social Media - Where Employee Free Speech Butts Heads With Employer Policy; Ethical Boundaries Between Arbitrators & Advocates; and various topics concerning Grievance Arbitration. She has also given presentations on Title VII, ADEA, and the ADA. Arbitrator Wolfson is co-author of the textbooks, *The Law of Sex Discrimination*, fourth edition, Cengage Learning/Nelson Education, 2011 and *The Law of Sex Discrimination*, third edition, Thomson-Wadsworth, 2005. She has also been a contributing author to *NLRA Law and Practice*, and has published articles in *The Arbitration Journal* and *The Standard*. Arbitrator Wolfson is a member of the National Academy of Arbitrators, a member of the Massachusetts Bar Association's Committee on Professional Ethics, and serves as that Committee's liaison to the MBA's Diversity, Equity & Inclusion Section Council. Arbitrator Wolfson is also a past Chair of the MBA's Labor and Employment Section Council and its ADR Committee. She received her J.D., cum laude, from Syracuse University College of Law and her B.A., magna cum laude with honors in music, from Brandeis University.