



Richard Adelman, *National Academy of Arbitrators*

Richard Adelman was born and raised in the Bronx. He has a B.S. from Syracuse University, and a J.D. and an LL.M. in Labor Law from NYU. Dick was law clerk for U.S. District Judge Gus J. Solomon in Portland, Oregon, a Teaching Fellow at Stanford Law School, and an attorney in the Appellate Court Branch of the NLRB in Washington, D.C. He practiced labor law in NYC, representing both labor and management, for more than 25 years, and began arbitrating labor disputes while in private practice. He became a full-time arbitrator in 1991 and was admitted to the National Academy of Arbitrators in 1993. Dick has mentored many new arbitrators. He has been married to Anita for a very long time, and tries to mediate among three children, their spouses, and eight grandchildren.

James D. Bilik, *Labor and Employment Relations Association (LERA)*

James D. Bilik is a labor arbitrator and mediator. He serves numerous arbitration rosters, including AAA, FMCS, The Labor Relations Connection, and the National Mediation Board. Prior to becoming a full-time arbitrator, he worked for over 30 years representing public and private sector employees and their unions as well as unions as employers, in state and federal courts, and before various administrative tribunals and in arbitration. Jim is a member of the ABA, the Massachusetts and New York State Bar Associations, the Boston Bar Association, and the Labor and Employment Relations Association (LERA) chapters throughout the Northeast. He is a graduate of the University of Wisconsin-Madison and Rutgers School of Law.

Dr. Matt Boda, *Vice Provost for Academic Personnel and Budget, University of Rhode Island*

Matt Bodah, Ph.D., is Vice Provost for Academic Personnel and Budget at the University of Rhode Island. He joined URI as a faculty member in the Schmidt Labor Research Center in 1992. From 2009 through 2014, he served as chair of the Department of Economics. He was appointed Vice Provost in May 2017. Before he was appointed vice provost, he also maintained a practice as a labor arbitrator and mediator. Matt was recently awarded the Labor and Employment Relations Association's Myron Taylor Management Award. In addition, he was honored by the RI Labor History Society in 2015 and the Providence College's Reverend Charles B. Quirk Award for outstanding contributions to the cause of industrial peace in 2011. He has held elected and appointed positions in the Labor and Employment Relations Association at both the national and local levels, and is currently Secretary-Treasurer of LERA's Greater Rhode Island chapter. He is a graduate of Providence College, the University of Rhode Island, and Michigan State University, where he earned a doctorate in the social sciences with a specialization in labor and industrial relations.

Richard Bodurtha, *American Arbitration Association, and the Labor Relations Center*

Richard Bodurtha, a graduate of NAA's Salon, has been on the rosters of the American Arbitration Association and the Labor Relations Center since 2022. He previously served ten years as a neutral in correction officer discipline cases with the Massachusetts Department of Corrections. His background also includes twenty (20) years in the insurance business as a Senior Special Investigator, traveling the East Coast investigating arson for profit and fraudulent art and jewelry schemes. He began his career as a journalist in Washington, D.C., and in Nicaragua during its civil war. His articles appeared in the Washington Post, Washington Times, Boston Globe, New York Post, New Leader, Harvard Review, and National Catholic Register. He is a graduate of Ohio Wesleyan University. He is a U.S. Army veteran.

Peg Boyd, *Schmidt Center for Labor Relations & HR, University of Rhode Island*

Peg Ferguson Boyd, Ed.D., is an Associate Teaching Professor at the University of Rhode Island College of Business and Coordinator for External Relations for the Schmidt Center for Labor Relations and Human Resources. She is a former President of the Springfield College Alumni Council and currently serves as a Trustee. Peg has been active in the community and education, including as a Parent Representative on the CHARIHO district curriculum review board. From 2004 -2019, she was Assistant Dean of the College of Business, where she improved advising and developed a web-based curriculum. Peg has held leadership roles in several educational organizations, including the New England Association of Cooperative Education, and has received multiple honors. She holds a doctorate in educational leadership from Johnson & Wales University, a master's in counseling and psychology from Springfield College, and a Bachelor of Arts from Fordham University.

Eileen Cenci, *Arbitrator (Hyannis, MA)*

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 S. Cooper, *Managing Editor, National Academy of Arbitrators*

James Cooper has worked as a labor-management arbitrator and mediator since 1980, following five years as Chairman of the Massachusetts Labor Relations Commission (now the Department of Labor Relations). A longtime member of the National Academy of Arbitrators, he currently serves as Managing Editor of *The Chronicle*, the Academy's semi-annual publication. He also chaired the committee responsible for organizing this year's conference and looks forward to reconnecting with colleagues and welcoming new attendees on October 27, 2025.

Will Evans, *Advisory Counsel for the Massachusetts Department of Labor Relations (DLR)*

Will Evans is a full-time, independent arbitrator and mediator with 25 years of experience in resolving labor and employment disputes. Since his appointment in 2021 by Governor Baker, he has served on the Advisory Council for the Massachusetts Department of Labor Relations (DLR). He was previously a Hearing Officer at the DLR, where he arbitrated, investigated, mediated, and adjudicated labor disputes. As a labor and employment attorney in Boston, he represented employers, unions, and individuals throughout all stages of administrative and court litigation, including before the Appeals Court and Supreme Judicial Court. Will regularly provides training, serves as a panelist, and writes on labor, employment, and collective bargaining law. He holds a Bachelor of Arts from Tufts University, a Master of Arts from the University of Massachusetts at Amherst, and a Juris Doctor from Harvard Law School.

Jillian Folger-Hartwell, *Providence and Boston Offices of Littler Mendelson, PC.*

Jillian Folger-Hartwell is a Shareholder in the Providence and Boston offices of Littler Mendelson, PC. Littler is the world's largest exclusively management side labor and employment firm. Jillian exclusively represents employers with regard to employment disputes, including collective bargaining and labor arbitrations. Jillian's practice focuses on health care and hospitality clients. Jillian has joined this conference many times since 2011 as a presenter on a variety of labor topics.

Katherine A. Hesse, *Murphy, Hesse, Toomey & Lehane, LLP*

Katherine Hesse, a partner at Murphy, Hesse, Toomey & Lehane, LLP, has over 35 years of experience in labor, employment, and employee benefits law. She represents corporations, government entities, and nonprofits, including hospitals, colleges, and retirement plans, advising on employment, benefits, and labor relations. Katherine has negotiated hundreds of collective bargaining agreements and litigated numerous employment and benefits cases before state and federal courts, agencies, and arbitrators. An experienced neutral and dispute resolver, she has served as permanent arbitrator for the MBTA Retirement Plan and handled mediations, fact findings, and investigations. A recipient of the Cushing-Gavin Award for excellence in management labor relations, she also led the firm's ERISA fiduciary litigation team, achieving a \$110 million class action settlement involving the Bank of New England pension

plan. Katherine is a past Chair of both the Boston Bar Association's Labor & Employment Section and the Dispute Resolution Section Council and has held leadership roles with the Massachusetts Bar Association and the International Foundation of Employee Benefit Plans. She has served on numerous corporate and nonprofit boards, including Eastern Bank, Harvard Pilgrim Health Care, and Quincy Mutual Fire Insurance Company, and is Past President of The Alliance of Women's Business and Professional Organizations. A graduate of Smith College and Boston University School of Law, she is admitted to practice before the Mass, Bar, D.C. Bar, several federal courts, and the U.S. Supreme Court.

John E. Higgins, Jr., *Co-Editor-in-Chief of "How to Take a Case before the NLRB" and Co-Producer of "The Boston Labor Guild Still Stands Strong"*

John E. Higgins, Jr., enjoyed a 47-year career with the National Labor Relations Board. 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. For over twenty years, he was the Editor-in-Chief of the *Developing Labor Law*, and he is the Co-Editor-in-Chief of *How to Take a Case before the NLRB*. Until recently, he was an adjunct professor at Catholic University Law School. John 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 was part of the team that produced *The Boston Labor Guild Still Stands Strong*, which will be shown at the URI Conference on Monday. John is originally from Melrose, MA, and graduated from Malden Catholic High School. He received his A.B. degree from Boston College, J.D. from Boston University, and M.S. from Cornell University.

Walter Hunter, *American Arbitration Association, Labor Relations Connection, Inc., and Rhode Island Superior Court*

Walter Hunter is a full-time mediator and arbitrator and member of several arbitration panels, including panels with the American Arbitration Association, The Labor Relations Connection, Inc., and the Rhode Island Superior Court. He has over 40 years of experience in labor and employment law. Walter is a graduate of West Point and the University of Virginia School of Law. Prior to becoming an arbitrator and mediator, Walter was an Army Captain, a partner at Edwards and Angell, the Vice President of Administration at Brown University, and a Shareholder at Littler Mendelson. Walter has a national reputation for expertise in labor and employment law, having testified, for example, as an expert witness before joint congressional subcommittees on NLRB issues affecting higher education. He is a frequent speaker at national or regional conferences and webinars and has been quoted by numerous national publications, including Bloomberg's BNA Health Reporter, Inside Higher Ed, Law 360.com, The Examiner, and the Chronicle of Higher Education. He has been selected in over 130 arbitration and mediation cases since leaving private practice to become an arbitrator and mediator.

Carly Beauvais Iafrate, *Law Office of Carly Beauvais Iafrate, P.C.*

Carly Iafrate is a Rhode Island attorney specializing in labor and employment law. For nearly 25 years, she has primarily represented public sector labor unions, associations of retired public employees, and plaintiffs in employment discrimination matters. Carly has handled many such matters on behalf of clients in arbitration and administrative hearings before the Rhode Island Superior and Supreme Courts, as well as the United States 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, and presently sits on the Law School's Board of Directors. She has served on the Rhode Island Supreme Court Board of Bar Examiners since 2006 and served a five-year term on the Rhode Island Supreme Court Character & Fitness Committee. 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.

Joshua M. Javits, *President-elect of the National Academy of Arbitrators*

Joshua M. Javits is a neutral mediator and arbitrator. He is President-elect of the National Academy of Arbitrators, on the rosters of the AAA, FMCS, and NMB, and serves on numerous permanent arbitration panels. He served on four railroad Presidential Emergency Boards. He was Chairman and Member of the National Mediation Board from 1988 to 1993. He was Grievance Chair for the International Monetary Fund from 2007 to 2011. He was the President of the National Association of Railroad Referees (2014-16). He represented labor unions and management – at different times – in the past, and began his career as a trial attorney with the National Labor Relations Board. Mr. Javits was an adjunct professor at the Georgetown University Law Center, where he taught courses in arbitration, transportation labor law, and alternative dispute resolution. He has been rated "AV" – the highest rating – by Martindale Hubbell's Best Lawyers in America since 2001. He is a graduate of Yale College and Georgetown University Law Center.

Ira Lobel, *National Academy of Arbitrators*

Ira Lobel has been an independent arbitrator and mediator for more than twenty years. During that time, he has become a member of the National Academy of Arbitrators and has remained a member of the New York State Bar Association and the Labor and Employment Relations Association. Prior to becoming an arbitrator, he spent 30 years as a Commissioner with the Federal Mediation and Conciliation Service. In addition to working for FMCS, he served as an adjunct professor for SUNY Albany, Cornell ILR Extension, and Empire State College. He has written numerous articles on mediation and arbitration, published in various magazines. He holds a BS from the School of Industrial and Labor Relations at Cornell University and a JD from the Catholic University of America.

James Lloyd, *Director, Contract Administration (NALC) for the United States Postal Service (USPS)*

As Director, Contract Administration (NALC) for the United States Postal Service (USPS), James Lloyd oversees the collective bargaining agreement with the National Association of Letter Carriers (NALC) which covers approximately 250,000 city carriers. In the last round of bargaining with the NALC he was the chief spokesperson for the Postal Service. James joined the Postal Service as a clerk in the New York International Service Center (NY-ISC) at JFK and quickly entered the management ranks. In 1999, he was promoted to Labor Relations Specialist, Triboro District, where he also subsequently served as Manager, Labor Relations. In 2012, he was promoted to Labor Relations Specialist, Northeast Area. James moved to USPS Headquarters Labor Relations where he served on multiple national collective bargaining negotiations teams. In addition to his extensive experience in Labor Relations, James is an accomplished arbitration advocate. James completed the Management-of-Managers Program at Michigan University, the Human Resource Management Program at George Mason University, and he is a Society of Human Resource Management - Senior Certified Professional. James has a Bachelor of Arts degree from Queens College in Labor Studies where he graduated Phi Beta Kappa.

Michael Loonto, *President of Boston's LERA Chapter*

Michael Loonto is a Boston-based arbitrator and mediator with over 20 years of experience across public and private sectors, including education, construction, public safety, healthcare, and transportation. He handles a broad range of labor and employment matters such as discipline, contract interpretation, discrimination, and pay disputes. A former in-house counsel and labor relations leader for a university and a major city, Loonto brings practical experience to his work. He serves as President of Boston's LERA Chapter, has taught at Northeastern University School of Law and The Labor Guild, and sits on the Board of Editors for *Interest Arbitration* (3rd ed., 2023). He is also co-author of a forthcoming book on workplace drug testing. Loonto conducts hearings nationally and internationally – both in person and remotely – through AAA, FMCS, the National Mediation Board, and various state and local agencies. His published decisions appear in Bloomberg/BNA and agency databases.

Melissa A. Long, *Associate Justice of the Rhode Island Supreme Court*

Melissa A. Long was sworn in as an Associate Justice of the Rhode Island Supreme Court on January 11, 2021. Before her elevation to the Supreme Court, Justice Long served for over three years as an Associate Justice of the Rhode Island Superior Court, where she was assigned to be in charge of, or to assist on, various calendars in Providence County. Immediately prior to joining the bench, she was Deputy Secretary of State at the Rhode Island Department of State. Justice Long currently chairs the Rhode Island Committee on Racial & Ethnic Fairness in the Courts and is an advisory board member of the National Consortium on Racial & Ethnic Fairness in the Courts. Justice Long received her Bachelor of Arts degree from the University of Virginia and earned her law degree from the George Mason University School of Law. She served as a law clerk to the Honorable Marcus D. Williams of the Nineteenth Judicial Circuit Court of Virginia and thereafter devoted her legal career to public service and public interest law. A Washington, D.C., native, Justice Long is the daughter of two U.S. Army veterans who married six months before the Supreme Court decided *Loving v. Virginia*. Justice Long grew up on and near military bases in El Paso, Texas; Alexandria, Virginia; Schweinfurt, Germany; and Seoul, South Korea. She and her family have resided in Providence since 1999.

John Markuns, *U.S. Administrative Law Judge (Retired)*

John Markuns, a retired U.S. Administrative Law Judge, has been arbitrating since 2010. He has over 49 years of labor and employment experience, including 25 with the U.S. Merit Systems Protection Board as Administrative Judge and almost 5 years as U.S. ALJ with the Social Security Administration. He started his career with NAGE/IBPO, becoming General Counsel in Washington, D.C. In 1979, he joined MSPB's General Counsel's office as a labor advisor, soon becoming an administrative judge. He has arbitrated a wide variety of public and private sector matters throughout the East, South, and Midwest, serving on the FMCS, AAA, and LRC rosters, and panels with NALC/ Postal Service, PASS/FAA, and the Florida State Fire Service Association/ State of Florida.

E. Patrick McDermott, *Professor of Management and Legal Studies, Franklin P. Perdue School of Business*

Dr. E. Patrick McDermott is Professor of Management and Legal Studies and Chair of the Management Department at the Franklin P. Perdue School of Business. A two-time Fulbright Scholar (China and Romania), he previously served as the founding Director of Research and Evaluation at Salisbury University's Center for Conflict Resolution and as Distinguished Visiting Professor of Negotiation and Law at the U.S. Air Force Academy (2024–2025). Dr. McDermott recently won the National Academy of Arbitrators / University of Missouri writing competition for his article "*The Repeat Play Effect: Much Ado About Nothing*." His research explores the use of AI and technology in dispute resolution, and he has spoken on this topic at major conferences including the ABA Dispute Resolution Section and the EEOC EXCEL Conference. An arbitrator and mediator on multiple federal and state panels, Dr. McDermott has over 20 years of experience evaluating the EEOC's mediation and online dispute resolution programs. Earlier in his career, he practiced labor and employment law on both management and employee sides and has extensive experience in collective bargaining and litigation.

Michael J. Mullane, *Field Representative, Rhode Island Federation of Teachers and Health Professionals*

Michael Mullane has served as a Field Representative for the Rhode Island Federation of Teachers and Health Professionals for over thirty-two years. In that capacity, he has represented RIFTHP locals and members in ULPs, grievances, arbitrations, and negotiations in all five of AFT's constituencies: K-12 teachers, paraprofessionals and school-related personnel, higher education, public employees, and healthcare. Mullane began with AFT representing correctional employees in Maryland. He holds a Bachelor's Degree in Industrial Engineering and a Master's Degree in Labor Studies from the University of Massachusetts. He and his wife Celeste live in Warwick, RI, and are the proud parents of three adult children.

Matt Parker, *Whelan Corrente & Flanders LLP, Chair of the Labor Law and Employment Committee, RI Bar Association*

A partner at Whelan Corrente & Flanders LLP and the Chair of the Labor Law and Employment Committee of the Rhode Island Bar Association, Matt Parker has represented some of the largest employers in the state for more than a decade. He counsels employers 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 trainings; represents companies and individuals in arbitrations and 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.

Arthur Pearlstein, *President of the Virginia Chapter of LERA*

Arthur Pearlstein is an arbitrator and mediator with an extensive background in labor and employment relations as an attorney, conflict resolution specialist, mediator, arbitrator, and law professor. He is a member of the National Academy of Arbitrators and a Fellow of the College of Labor and Employment Lawyers. Arthur serves as President of the Virginia Chapter of LERA. For over 10 years, Arthur headed the Office of Labor Arbitration at the Federal Mediation & Conciliation Service. Arthur also served FMCS as a senior mediator and General Counsel. Arthur spent seven years as Professor of Law and inaugural director of the Werner Institute for Negotiation and Dispute Resolution at Creighton University in Omaha. He has published multiple articles and been a contributing author to textbooks and handbooks on dispute resolution in the workplace. Arthur received his J.D. with honors from Harvard Law School, holds a Master's in Dispute Resolution from the Straus Institute for Dispute Resolution at Pepperdine University in California, and a B.A. from Haverford College in Pennsylvania.

Rosemary Pye, *National Academy of Arbitrators (NAA)*

Rosemary Pye's professional career has been as a neutral in labor law. Currently, she is an arbitrator and mediator in the D.C. metro area and in New England. She is a member of the National Academy of Arbitrators (NAA) and a Fellow of the College of Labor and Employment Lawyers. She is the president of the NAA's Research and Education Foundation, which awards grants for training and research on labor relations matters, and she is the president of the DC/MD/VA chapter of the NAA. Prior to becoming an arbitrator and mediator in 2013, she had a 38-year career with the National Labor Relations Board, including service as the Chief Counsel to an NLRB Board Member and 23 years as the Regional Director of the NLRB's New England office in Boston, Region 1. She has received a federal Presidential Rank Award, a Cornell Law School Public Service Award, and the Boston Labor Guild's Cushing Gavin Award for professionalism, objectivity, and service to the community.

Katie Rosen, *Labor Arbitrator and Mediator*

Katie Rosen has been a labor arbitrator and mediator for almost three years. Based in Connecticut, she has over 16 years of collective bargaining and grievance experience in the healthcare, public safety, and transportation industries, spanning the public and private sectors. During her time as a management-side labor relations executive, Katie processed over 1,000 grievances, prepared for and participated in over one hundred grievance arbitrations, and led and participated in hundreds of bargaining sessions with over 25 different bargaining units. Katie graduated from Cornell University with a B.S. in Industrial and Labor Relations and a Master of Public Administration. She completed the Cornell Scheinman Institute's Labor Arbitrator Development Program, the FMCS Becoming a Labor Arbitrator Program, and the National Academy of Arbitrators' New England Salon.

Mary Ellen Shea, *Labor Arbitrator*

Mary Ellen Shea has been a full-time arbitrator and mediator since 1988 in public and private sector cases across a wide range of industries. Ms. Shea serves on numerous labor arbitrator panels, including the AAA, FMCS, National Mediation Board, and state agency panels. She is a member of the National Academy of Arbitrators, is a graduate of the Kennedy School at Harvard University, and the Program on Negotiation at Harvard Law School.

Rebekah J. Smith, Esq., *Arbitrator and Mediator*

Since 2005, Rebekah Smith has maintained an arbitration and impartial neutral practice focused on labor and employment matters. She is on the labor arbitration panels of the Federal Mediation and Conciliation Service, the American Arbitration Association, The Labor Relations Connection, the National Mediation Board, the fact-finding and mediator panels of the Maine Labor Relations Board, and multiple permanent panels. Ms. Smith is in her second term as a neutral Alternate Chair on the Maine Labor Relations Board. She has provided mediation and arbitration training in various settings. Ms. Smith is a recent Past Board President of LERA–Maine and a member of its Board of Directors.

William E. Smith, *Senior United States District Judge, U.S. District Court for the District of Rhode Island*

Judge William E. Smith was appointed to the U.S. District Court for the District of Rhode Island by President George W. Bush in 2002 and served as Chief Judge from 2013 to 2019 – the youngest in the court's history. He assumed senior status in January 2025. Active in judicial administration and education, he has served on multiple Judicial Conference Committees and chaired the Federal Judicial Center's Committee on District Judge Education. He also mentors newly appointed and mid-career judges. Judge Smith has taught as an Adjunct Professor at Roger Williams University School of Law for 15 years and previously chaired its board. Before joining the bench, he was a partner at Edwards & Angell, focusing on labor and employment law and advising public and private sector clients. His legal career also included service as Staff Director for U.S. Senator Lincoln Chafee's Rhode Island office. Born in Boise, Idaho, he earned his B.A. and J.D. (cum laude) from Georgetown University. His early political experience included work for the Senate Foreign Relations Committee and Senator Frank Church's 1980 campaign. Judge Smith's many honors include the Rhode Island Bar Association's Judicial Excellence Award (2019), Citizen of the Year from the RI Association for Justice (2014), and honorary doctorates from Bryant University (2019) and Roger Williams University School of Law (2024). He was awarded the 2023 Neil J. Houston, Jr. Memorial Award and the 2024 Olin Thompson Justice Award.

Sherrie Rose Talmadge, *Arbitrator*

Sherrie Rose Talmadge has maintained a full-time arbitration practice for over thirty years. A 1980 graduate of Suffolk Law School, she serves as an arbitrator, mediator, and factfinder with extensive experience in both public and private sector disputes. A member of the National Academy of Arbitrators (NAA), she is co-Chair of its New England Chapter and a former member of the Board of Governors (2021–2024). Ms. Talmadge serves on permanent panels for the American Arbitration Association, Federal Mediation and Conciliation Service, Labor Relations Connection, and the U.S. Postal Service and its major unions, as well as various state, city, and private panels. She previously served ten years as an Administrative Law Judge for the Massachusetts Labor Relations Commission and three years as an Arbitrator/Mediator for the Massachusetts Board of Conciliation and Arbitration. She is also a past President and current Executive Board member of the Massachusetts Chapter of LERA.

Timothy S. Taylor, *Arbitrator*

Timothy S. Taylor is a member of the National Academy of Arbitrators, College of Labor and Employment Lawyers; Past-Chair, New York State Bar Association, Labor and Employment Section; American Arbitration Association Arbitrator Council member; and American Bar Association, Labor and Employment Section. He received his J.D. from Cornell University Law School in 1987 and a B.A. from University of South Carolina (cum laude) in 1982. He was a Professor of Practice, Sage College, from 2009 - 2016, and an Adjunct Professor, State University of New York,

Albany, from 2008 to 2019. He served as Senior Counsel from 1989 – 2011, New York State United Teachers, and was an Associate from 1987 – 1989 at Rowley, Forrest, O'Donnell & Hite, P.C. He began his career as a Law Clerk from 1986 – 1987 in the Counsel's Office, Cornell University.

Catherine Terrell, *Pyle Rome Ehrenberg PC*

Catherine Terrell is a union attorney who works out of the Vermont office of Pyle Rome Ehrenberg PC, which is headquartered in Boston, MA. She represents union clients in arbitrations, unfair labor practice charges, representation petitions, and collective bargaining negotiations. Before joining Pyle Rome, Catherine Terrell worked at the National Labor Relations Board (NLRB) for more than 13 years, most recently in Region 1, the New England offices in Boston and Hartford. As a senior Field Attorney, she investigated complex unfair labor practice charges and litigated complaints on behalf of the NLRB's General Counsel before Administrative Law Judges and, when seeking injunctive relief, in District Court. In the representation area, she ran significant union elections, negotiated election agreements, drafted representation decisions, and served as a hearing officer. She also served as Region 1's Outreach Coordinator to educate unions, employers, bar associations, community groups, and the public about the National Labor Relations Act. Currently, Catherine Terrell is a member of the Vermont Bar Association and the AFL-CIO Union Lawyers Alliance.

Dan Toth, *Union Administration, Director of Retired Members*

The son of a letter carrier, Dan Toth was elected Director of Retired Members of the NALC by mail ballot in 2022 and 2018. He previously served as Region 11 National Business Agent, first appointed by President William Young in 2009 and later elected by acclamation in 2014. Toth began his union career in 1984 as a shop steward for Lorain, OH Branch 583 and has dedicated his career to protecting and advancing the wages and benefits of letter carriers. He went on to serve Branch 583 as local business agent, arbitration advocate, trustee, vice president, and president, as well as Director of Education for the Ohio State Association of Letter Carriers. He has also served as a regional administrative assistant for Region 11 and contributed to several task forces, including the Eastern Area Safety and Northern Ohio Communications Task Forces, and the EAP team. Toth studied industrial psychology at The Ohio State University. He and his wife, Nancy, have two adult sons, Russell and Matthew.

Mary Jeanne Tufano, *American Arbitration Association*

Mary Jeanne Tufano has more than twenty years of experience as a labor arbitrator and mediator, with cases spanning the full spectrum of labor-management issues in both the public and private sectors. She serves on a number of arbitration panels, including the American Arbitration Association, the Federal Mediation and Conciliation Service and The Labor Relations Connection, and provides grievance and employment mediation services and pre-arbitration reviews on private panels and through The Mediation Group. Ms. Tufano previously worked in a labor and employment practice and served as a hearing officer with the former Massachusetts Labor Relations Commission and as a senior counsel/special assistant attorney general with the former Massachusetts Department of Labor and Industries. She divided her time between the US and the UK for ten years, where she provided mediation services in the higher education and non-profit sectors. Ms. Tufano is a graduate of Wellesley College and New York University School of Law and studied conflict resolution with UMass Boston and Total Conflict Management in London.

Elizabeth Wiens, *Gursky, Wiens and Shanley, Ltd.*

Elizabeth Wiens is a shareholder at Gursky, Wiens and Shanley, Ltd., a union-side labor law firm in Warwick, Rhode Island, where she has practiced since 2003. For over twenty years, she has represented unions in both the public and private sectors. In addition to her labor law practice, Ms. Wiens has represented union and non-union employees and retirees in cases involving the FLSA, ERISA, state wage and hour laws, and constitutional claims. She is a member of the AFL-CIO Lawyers' Coordinating Committee, the Rhode Island Bar Association, the Greater Rhode Island Chapter of LERA, and the RI Bar Labor & Employment Committee. Ms. Wiens is a contributing author to *A Practical Guide to Employment Law in Rhode Island* (2016) and a frequent panelist at labor and arbitration conferences.

Beth Anne Wolfson, *National Academy of Arbitrators*

Beth Anne Wolfson, a Massachusetts attorney, is a labor arbitrator, mediator, and neutral factfinder, a member of the National Academy of Arbitrators, and a member of the Massachusetts Bar Association's Committee on Professional Ethics. From 2009 to 2020, she taught Labor Law and Employment Law at New England Law/Boston, and from 1993 to 2015, she taught Current Issues in Labor & Employment Law and Gender & the Law at Bentley University. Arbitrator Wolfson is co-author of two editions of the textbook *The Law of Sex Discrimination*. 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.