



# 25TH ANNUAL LABOR ARBITRATION CONFERENCE NOVEMBER 7-8, 2024 NEWPORT, RI

## BIOGRAPHIES

### **Dr. Peg Boyd, *Schmidt Center for Labor Relations & HR, University of Rhode Island (Kingston, RI)***

Dr. Peg Ferguson Boyd a faculty affiliate of the Schmidt Center for Labor Relations and Human Resources and Graduate Programs Director. She holds an Associate Teaching Professor appointment in the Management area at the University of Rhode Island College of Business Administration. Peg is the past 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 was 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, *Arbitrator (Portland, ME)***

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.

### **Tim Buckalew, *Arbitrator (Westborough, MA)***

A graduate of West Virginia (1968) public schools, West Virginia University (1971), Harvard University (1975) and Northeastern University School of Law (1980). Time has been a full-time labor arbitrator, interest arbitrator, and occasional mediator since 1985, residing in Westborough, Massachusetts, since 1975. He was mentored by and worked as an intern for Jack Higgins and Alphonse D'Appuzzo. Member of the NAA since 1996, Member of the AAA, FMCS, LRC labor panels. Tim has been an arbitrator for the USPS and some of its unions since 1996; Massachusetts higher education panels, and other public and federal sector panels.

### **Jeff Cassidy, *Arbitrator (Brewster, MA)***

Jeffrey R. Cassidy of Brewster, MA was a High School teacher for 6 years. He was a Labor Relations Specialist at New York State United Teachers (NYSUT) for 30 years, representing school district employees in negotiations, arbitration, labor board hearings, and responsible for arbitration and administrative hearing training of all NYSUT labor staff. For 4 years was a Board member, hearing officer, and chief mediator for the New York State Industrial Board of Appeals which adjudicates wage and hour disputes, public employee safety and health issues (PESH), and discrimination cases. Jeff has been a full-time arbitrator since 2000 and member of the National Academy of Arbitrators.

### **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.

**John Clifford, Attorney, Clifford & Kenny, LLP (Pembroke, MA)**

John Clifford has a strong background in municipal law and public administration. Before opening his law practice in 2007, he was Town Administrator in Marshfield from 1999 to 2007 and served on the Joint Labor-Management Committee for Police and Fire for ten years, as well as the East Bridgewater School Committee for two years. His legal work includes representing clients before various state agencies, focusing on collective bargaining and municipal health insurance. He has advised multiple towns on the Municipal Health Insurance Reform Act. Clifford is also a speaker and lecturer, covering topics like human resources, employee relations, and public sector issues for organizations such as the Massachusetts Municipal Association. Additionally, he provides consulting and teaching services through the Edward J. Collins, Jr. Center for Public Management.

**Jim Cooper, Arbitrator (Woonsocket, RI)**

James Cooper was born in Troy, New York and raised in Metuchen, New Jersey. He attended Cornell University where he received a bachelor of arts degree in chemistry in 1968. Following graduation, he attended Rutgers School of Law, Newark, and obtained a juris doctorate degree in 1971. While in law school and for one year afterwards he worked for the New Jersey Division on Civil Rights before serving in the U.S. Army. Following his service he became counsel for the Massachusetts Commission Against Discrimination in Boston. Thereafter he served as an associate in the law firm of Holtz and Drachman, also of Boston. In 1975 Governor Michael Dukakis appointed Mr. Cooper to serve a five year term as Chairman of the then-Massachusetts Labor Relations Commission (now the Commonwealth Employment Relations Board). Upon completion of his term in 1980, Mr. Cooper became a labor arbitrator and mediator. He has served as an arbitrator in many industries and at every level of government. Mr. Cooper has been selected for service on many arbitration panels and continues to work as an ad hoc arbitrator and mediator, serving primarily in New England, New York and Florida. He divides his time between St. Augustine Beach, Florida and Woonsocket, Rhode Island. He is a member of the Massachusetts and Florida bars and serves as the Managing Editor of the National Academy of Arbitrator's magazine, The Chronicle.

**Dr. John Coverdale, Arbitrator (Blue Point, NY)**

Dr. John Coverdale has taught graduate-level business courses in human resource management, organizational behavior, conflict resolution, change management, employment law, workplace diversity, and labor relations. Dr. Coverdale completed his undergraduate studies in Business Administration at the University of New Haven and has a Master's Degree in Human Resource Management and Labor Relations from New York Institute of Technology and has received an MBA from Dowling College. After studying law for one year, he returned to Dowling College to complete his doctoral studies and recently received his graduate certificate from Harvard University in Organizational Behavior.

**Will Evans, Arbitrator (Winchester, MA)**

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.

**Carol Wolff Fallon, Attorney, Labor Counsel, Massachusetts Community Colleges (Bedford, MA)**

Carol Wolff Fallon is currently a part-time Senior Labor Specialist for the Massachusetts Community Colleges Office of the General Counsel. Carol Wolff Fallon joined the General Counsel's Office for the Massachusetts Community Colleges in 2008 and served as Labor Counsel until her retirement in February 2024. There are fifteen community colleges represented by the Office. Previously Carol was legal counsel for the Rhode Island State Police for over a decade where she provided advice and training on issues including employment law and liability prevention including issues such as use of force and working with diverse populations and served as a member of the State Police collective bargaining negotiating team and providing representation in arbitrations and Law Enforcement Officer Bill of Rights hearings. As an attorney for the Massachusetts Board of Higher Education from 1983-1997, Carol provided the Board with legal advice on numerous education and employment issues that affected higher education. Additionally, Carol represented a number of public education institutions in Rhode Island in various labor matters including arbitrations on a per case basis in the early 1990s. She received her B.S. in Business Administration from the University of Vermont and her J.D. from Vermont Law School. She is a member of both the Massachusetts and Rhode Island Bars.

**Marc Gursky, Attorney, Gursky, Wiens & Shanley (Warwick, RI)**

Marc Gursky has practiced labor, employment, civil rights and workers' compensation law for over thirty-five years. Marc worked with iconic labor lawyer Raul L. Lovett from 1982 until 1990, representing employees in on-the-job injury, wrongful termination and employment discrimination matters, including dozens of Rhode Island Supreme Court cases. In 1990, Marc started Gursky Law Associates, where he developed the firm's pension and civil rights practice. As a shareholder in Gursky|Wiens, Marc represents labor unions in health care, education, public safety, transportation, manufacturing, construction and just about every other field where workers are organized. He has represented Rhode Island's leading labor organizations in negotiation, arbitration and litigation, including first contracts, organizing campaigns, project labor and multi-employer agreements. While at Boston University, Marc participated in the 1978 strike for recognition of District 65/UAW. During law school, he interned for the National Lawyers' Guild Unemployment Law Project and Teamsters for a Democratic Union. He is a member of the AFL-CIO Lawyers' Coordinating Committee and the Rhode Island Bar Association. He has lectured on labor, employment, and pension law for the Rhode Island Bar Association, the Institute for Labor Studies and Research, the University of Rhode Island and many other labor and community groups.

**Susan E. Halperin, Co-Chair, NAA, NE Region's DEI & Belonging Subcommittee (Hartford, CT)**

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 Non-profit Child-caring 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.

**Jeff Hartnett, Arbitrator (Albany, NY)**

Jeff Hartnett has a balanced labor relations background and began as an attorney of management of labor and employment, primarily in the public sector. He then served a New York State union as labor relations specialist, regional staff director, and finally as director, the latter two responsibilities requiring oversight of unionized staff. As director, Jeff managed a corporation and two ERISA trusts, including a supplemental health insurance plan, and the investment portfolios of the three entities. Jeff has been a union member; managed in a unionized workforce; advocated, negotiated and arbitrated for both unions and management; and has experience navigating complex health insurance issues as well as ERISA matters. Panels include the American Arbitration Association (labor panel), NYSED 3020-a, NJPERC, NJ Board of Mediation, New Hampshire PELRB, and the Labor Relations Connection, Inc. Completed FMCS becoming a Labor Arbitrator.

**Walter Hunter, Arbitrator (Rumford, RI)**

Walter C. Hunter is a labor and employment law arbitrator and mediator with 40 years of experience. He handled over 100 cases in his first six years as a full-time arbitrator. Before this, he was a partner at national law firms and Vice President of Administration at Brown University. He graduated from West Point and the University of Virginia School of Law. His expertise includes: Labor Law and Employment Law. Mr. Hunter has appeared before various courts and agencies, and he is known for his work in higher education, healthcare, and manufacturing. He frequently speaks on labor law topics and has testified before Congress. At Brown University, he enhanced human resources programs and led initiatives for campus safety and fair labor practices. He is respected for his fairness and objectivity in the field.

**Carly Beauvais Iafate, Attorney, Law Office of Carly Beauvais Iafate, P.C. (Providence, RI)**

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.

**Thomas Anton Kochan, *George Maverick Bunker Professor of Management, Emeritus, Massachusetts Institute of Technology, Sloan School of Management (Cambridge, MA)***

Thomas A. Kochan is the Post-Tenure George Maverick Bunker Professor at the MIT Sloan School of Management and a faculty member in the MIT Institute for Work and Employment Research. Kochan focuses on the need to update America's work and employment policies, institutions, and practices to catch up with a changing workforce and economy. His recent work calls attention to the need for a new social contract at work, one that anticipates and engages current and future technological changes in ways that build a more inclusive economy and broadly shared prosperity. Through empirical research, he demonstrates that fundamental changes in the quality of employee and labor-management relations are needed to address America's critical problems in industries ranging from healthcare to airlines to manufacturing. His most recent book is *Shaping the Future of Work: A Handbook for Action and a New Social Contract* (Routledge, 2021). He is a member of the National Academy of Human Resources, the National Academy of Arbitrators, and past president of the International Industrial Relations Association and the Industrial Relations Research Association. Currently he is a member of the MIT Task Force on Work of the Future. Kochan holds a BBA in personnel management as well as an MS and a PhD in industrial relations from the University of Wisconsin.

**Michael Loconto, *Arbitrator (Boston, MA)***

Michael Loconto is a Boston-based arbitrator and mediator trained by AAA and the FMCS Institute. He has apprenticed under two NAA members in labor, employment and pension/ERISA/MPPAA matters. He has experience in the public and private sectors with education, trades, construction PLAs, public safety, dining services, hospitals, and transportation, among other industries, and has handled a spectrum of discipline and discharge, contract interpretation, discrimination, substance abuse, pay and benefits matters. 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 a large university and a major metropolitan city. He has worked with unions, managers and neutrals as a LERA industry council leader and is the current President of Boston's LERA Chapter. He has taught legal writing and research at Northeastern University School of Law and courses on contracts, bargaining and workplace disputes at The Labor Guild. He is on the Board of Editors for the third edition of *Interest Arbitration* (Atchison, Downes & Gaba; LRIS Press, 2023) and is the co-author of a forthcoming volume on *Drug Testing in the Workplace* (LRIS Press, 2025). Arbitrator Loconto conducts in-person and remote hearings nationally and internationally via the AAA (labor, employment and pension/ERISA/MPPAA matters), FMCS, the Labor Relations Connection, the National Mediation Board, and more than two dozen state and local agencies. His awards have been published by Bloomberg/BNA, the Iowa PERB, Minnesota BMS and Oregon ERB. Please visit [locontoadr.com](http://locontoadr.com) or email [mtl@locontoadr.com](mailto:mtl@locontoadr.com) for further information.

**Joseph McConnell, *Attorney, Morgan, Brown & Joy LLP (Boston, MA)***

Joe McConnell is an experienced litigator and negotiator defending management on employment and labor law matters. Businesses, in-house counsel and human resources professionals look to Joe's sophisticated experience to resolve their employment law needs. They rely upon his practical day-to-day employment law counseling to keep their businesses running smoothly. Joe also adeptly guides clients through all labor law matters — during union organizing campaigns, in collective bargaining, and throughout the grievance and arbitration processes. Joe's clients hail from many industries, in particular from higher education, retail, financial services, insurance and traditional manufacturing settings. Joe advocates on their behalf before the Federal and State courts, arbitrators, and administrative agencies, including the EEOC, NLRB, MCAD, Department of Labor, and the Attorney General's office.

**Matt Parker, *Attorney, Whelan Corrente & Flanders LLP (Providence, RI)***

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.

**Nick Pollard, *Attorney, Duddy, Goodwin & Pollard (Boston, MA)***

Nick is a 2014 graduate of Northeastern University School of Law and partner at Duddy Goodwin & Pollard. For his entire career, he has represented primarily public sector unions including teachers, EMTs, paraprofessionals, nurses, and 911 dispatchers. His practice currently centers on litigating and bargaining on behalf of the Boston Teachers Union.



### **Rosemary Pye, *Arbitrator (Chevy Chase, MD)***

Rosemary Pye is an arbitrator and mediator in the District of Columbia metro area and in New England. She is a member of the National Academy of Arbitrators and a Fellow of the College of Labor and Employment Lawyers. Ms. Pye is on the labor panels of the Federal Mediation and Conciliation Service and the American Arbitration Association. She served two terms on the Foreign Service Grievance Board and currently serves on various labor arbitration panels covering police, firefighters, and state and federal employees. She is a mediator for the Office of Congressional Workplace Rights and the D.C. Public Employee Relations Board (PERB). Prior to becoming an arbitrator and mediator in 2013, Ms. Pye 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. Ms. Pye has received a federal Presidential Rank Award, a Cornell Law School Public Service Award, and the Massachusetts Labor Guild's Cushing Gavin Award for professionalism, objectivity, and service to the community. She is a graduate of Wheaton College (Mass.), Harvard University, and Cornell Law School.

### **G. Alexander Robertson, *Attorney, Pyle Rome Ehrenberg PC (Boston, MA)***

Before joining Pyle Rome, Alex worked for more than five years as a Field Attorney for Region 5 of the National Labor Relations Board where he investigated unfair labor practice charges, represented the Region in unfair labor practice litigation, and drafted decisions in representation cases. While employed at Region 5, Alex also served as the President of Local 5 of the National Labor Relations Board Union representing his colleagues in negotiations and dispute resolution proceedings with the Region. Before that, Alex was a judicial clerk for the Franklin and Grand Isle Units of the Vermont Superior Court. While in law school, Alex interned with two international unions and the U.S. Department of Labor.

### **Laura Sacks, *Regional Director, National Labor Relations Board, Region 1, (Boston, MA)***

Laura Sacks is the Regional Director of the National Labor Relations Board, Region 1. Ms. Sacks began her career at the National Labor Relations Board in the position of Field Attorney at the Board's Manhattan, New York office. Subsequently, she transferred to the NLRB's Boston office and held the position of Supervisory Attorney and Regional Attorney prior to her selection as the Regional Director in October of 2021. She holds a Juris Doctor degree from New England Law and a bachelor's degree of science from Tufts University.

### **Mary Ellen Shea, *Arbitrator, National Academy of Arbitrators - New England Region; Diversity, Equity, Inclusion and Belonging Subcommittee member (Amherst, MA)***

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 (Union, ME)***

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, and the Labor Relations Connection, the fact-finding panel of the Maine Labor Relations Board, and multiple permanent panels. Ms. Smith was recently reappointed as a neutral Alternate Chair on the Maine Labor Relations Board. She is a recent Past Board President of the Labor and Employment Relations Association – Maine and remains a member of the Board of Directors. Her neutral practice has also included service as an administrative hearing officer for a variety of state agencies involved in the trades. She has previously served as a Policy Fellow at the Margaret Chase Smith Policy and an Adjunct Legal Studies Professor of the University of Maine at Augusta. 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 the Chief Justice Daniel Wathen of the Maine Supreme Judicial Court and subsequently 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 Maine legislature and through impact litigation prior to her neutral career.

### **Tim Taylor, Arbitrator (Pittsfield, MA)**

Mr. Taylor is an experienced arbitrator and mediator in labor and employment law. He has served as chair of the NYSBA Labor and Employment Section and is a member of several notable organizations, including the College of Labor and Employment Lawyers and the National Academy of Arbitrators. He works with various arbitration panels, including the American Arbitration Association and the Federal Mediation and Conciliation Service. In academia, Mr. Taylor has taught at the Sage Colleges and the University of Albany, where he received awards for his teaching. He often lectures on employment discrimination and civil rights. He earned his Juris Doctor from Cornell Law School and his undergraduate degree from the University of South Carolina, graduating cum laude. He is admitted to practice in New York, federal district courts, and before the U.S. Supreme Court.

### **Lee Williamson, Arbitrator (Truro, MA)**

Lee Williamson is a grievance and interest arbitrator with over 40 years of experience. He serves on AAA, LRC, FMCS, MA JLMC and CT Judicial Branch panels. Lee is a former attorney with the CT Dept. of Education, adjunct professor of labor relations and conflict resolution at St. Joseph College (CT) and CT POST certified conflict management instructor for police. Prior to moving to Massachusetts, he served as Chairman of the CT Employees Review Board and on interest arbitration panels for teachers and municipal employees, all requiring CT residency. When not hearing arbitration cases or speaking on arbitration and conflict management, he can be found running the beaches, cycling the backroads and kayaking the estuaries of the Outer Cape.

### **Alvin R. Wilson, Jr., Arbitrator (West Hartford, CT)**

Alvin R. Wilson, Jr., Esq., is an arbitrator based in Connecticut. Wilson is co-author (with Sheila Mayberry) of Key Issues in Law Enforcement Labor Arbitration, Chapter 51, Labor and Employment Arbitration (LexisNexis), Bornstein, Gosline, Greenbaum and Mayberry, General Editors (2023). He is listed on the following panels and rosters: American Arbitration Association - Labor Panel; Connecticut State Board of Mediation and Arbitration (public/neutral member); Connecticut Employees Review Board; USPS/APWU Expedited Panel – New York Region 2; and The Labor Relations Connection. Wilson serves on the steering committee of the Connecticut Valley LERA. His prior adjudication experience includes two gubernatorial appointments as an administrative law judge (the State of Connecticut's Chief Human Rights Referee), serving from December 2011 to December 2015. In this role, Wilson presided over discrimination cases filed with the Connecticut CHRO and whistleblower retaliation cases. In addition, he successfully mediated numerous disputes. Wilson also has extensive public and private sector business, legal and government experience, including working for Governor Dannel Malloy (Operations Director), Attorney General Richard Blumenthal (Special Counsel), various state agencies, major corporations, and a municipal wastewater treatment facility. He is a graduate of Princeton University (B.A. Economics) and the University of Connecticut School of Law (JD and Executive Editor, Connecticut Journal of International Law). Wilson's bar memberships include the State of Connecticut and the U.S. District Court, Connecticut. He enjoys gardening, aikido, jazz, and home improvement projects.

### **Beth Wolfson, Arbitrator (Dedham, MA)**

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 and a member of the Massachusetts Bar Association's Committee on Professional Ethics. Arbitrator Wolfson is a past Co-Chair of the National Academy of Arbitrators New England Region, and currently the Chair of the NAA NE Region's newer arbitrator Salons. She is also the past Chair of the MBA's Labor and Employment Section Council, and a past member of 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.

### **Michael Zilles, Newton Teachers Association (Newton, MA)**

Mike Zilles is a lifelong educator and passionate advocate for social justice and labor rights. Full time release president of the Newton Teachers Association—comprising five bargaining units and two thousand plus members—since 2010, Mike taught Spanish, English, and philosophy for 14 years at Newton North High School before committing to union work full time. He is proud to have led the members of the NTA on a victorious fifteen day strike in the winter of 2024.