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Rutgers University  
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**EDUCATION:**

University of Miami School of Law, Coral Gables, Florida, *Juris Doctor*, 1987

Rutgers University, New Brunswick, New Jersey, *Bachelor of Arts (History)*, 1982

**TEACHING EXPERIENCE:**

Rutgers University, School of Management and Labor Relations, Labor Studies & Employment Relations Department:

*Assistant Teaching Professor* (2016-Present)

*Teaching Instructor* (2013-2016)

*Assistant Teaching Instructor* (2011-2013)

*Part-Time Lecturer* (2004-2011)

**OTHER PROFESSIONAL EXPERIENCE:**

*Labor Arbitrator & Mediator*, Piscataway, NJ – Self-employed (2007-present). Member of grievance arbitration panels of American Arbitration Association, Federal Mediation & Conciliation Service, N.J. Public Employment Relations Commission, N.J. State Board of Mediation, and Pennsylvania Bureau of Mediation. Served as Impartial Hearing Officer in Civil Service disciplinary cases for the City of Newark Public School District (2011-17). Mediate employment and civil rights cases assigned by N.J. Superior Court.

*Attorney*, Weissman & Mintz LLC, Somerset, NJ (1995-2006) – Represented individual workers and labor unions in employment litigation, labor law, and civil rights matters. Practice included appearances before the federal and state courts, National Labor Relations Board, Equal Employment Opportunity Commission, N.J. Division on Civil Rights, N.J. Public Employment Relations Commission, and in arbitration proceedings.

*Attorney*, Apruzzese, McDermott, et al., Liberty Corner, NJ (1991-1994) – Represented public and private sector employers in employment and labor law matters.

*Trial Attorney*, National Labor Relations Board, Contempt Litigation Branch, Washington, D.C. (1988-1991) – Represented the Board nationwide in federal court civil contempt and related proceedings to secure compliance with court-enforced Board orders.

*Additional Practice Areas* — Served as counsel to Township of Old Bridge Ethical Standards Board (1994-2008), advising Board on handling of ethics complaints, financial disclosure issues, and related matters. Throughout private practice law career, represented individuals and employers before the Bureau of Citizenship and Immigration Services (formerly Immigration & Naturalization Service), in matters involving political asylum, removal (deportation), naturalization, family and employment-based immigration, employer sanctions/I-9 audits, non-immigrant visas, and labor certifications.

**ADMITTED TO PRACTICE LAW:**

New Jersey, 1991  
Florida, 1987 (inactive)  
Various U.S. federal appellate and district courts

**CREDIT COURSES TAUGHT:**

American Labor Law  
Employment Law  
Employment Discrimination Law  
Employee Privacy Rights/Graduate Level  
Immigration Law & Employee Rights  
Immigrant Workers and Their Rights  
Mediation/Graduate Level

**GUEST SPEAKER:**

Guest Speaker, “*Workplace Sexual Harassment Legal Issues*,” Avoiding Sexual Harassment undergraduate course, 2012-present

Guest Speaker, “*Employment at Will and Exceptions*,” Introductory Seminar in Labor & Employment Relations” graduate course, 2012-present

Guest Speaker, “*Disability Discrimination Law*,” Health and Public Policy undergraduate Spring class, 2015-2019

Guest Speaker, “*Law & Leadership*,” First-Year Interest Group Seminars (“FIGS”), September 28, 2017

## **NON-CREDIT COURSES/TRAINING:**

Courses Taught as Instructor for SMLR *Labor Education Action Research Network* (“LEARN”) Certificate/Extension Program (courses approved for CLE credit):

- Sexual & Other Forms of Harassment, October 25, 2018
- Investigating Sexual Harassment, January 26, 2018
- Workplace Bias & Discrimination Law, December 15, 2017
- Workplace Retaliation & Whistleblowing, March 10, 2017
- The Law at Work: Benchmarks & Pitfalls, September 28, 2017
- Social Media & Workplace Law, October 14, 2016
- Social Media & Workplace Law, November 6, 2015
- Social Media & Workplace Law, April 17, 2015
- Whistleblowing & Workplace Retaliation Law, March 6, 2015
- Whistleblowing & Arbitration of Employment Claims, March 28, 2014
- Workplace Discrimination & Harassment Law, November 7, 2014
- Sexual Harassment in the Workplace, May 10, 2012
- Basic Immigration Law, March 2, 2012
- Disability Discrimination Law, September 30, 2011

Instructor, SMLR Training, “*Labor Law In The Construction Industry,*” for Keystone + Mountain + Lakes Regional Council of Carpenters (formerly Northeast Regional Council of Carpenters), September 21, 2016, December 6, 2016, March 23, 2017, September 19, 2017, February 20, 2018 & February 12, 2019

Instructor, “*Basics of Labor Law,*” for International Alliance of Theatrical & Stage Employees Officer Institute, September 25, 2018, Toronto, Canada, and May 23-24, 2019, Linthicum Heights, Maryland

Co-Instructor, SMLR Training, “*Sexual Harassment & Bullying – Applicable Law & Policies,*” for Health Professionals & Allied Employees, June 20, 2018 (officers and managers) and September 10, 2018 (staff)

Instructor, SMLR Executive and Professional Education (“EPE”), “*Employment Law Training Program,*” for NJ Office of Legislative Services, August 11 & 18, 2017, Trenton, NJ

Instructor, EPE, “*Supervisory Training Program,*” for NJ Turnpike Authority, June 6-9, 2017, Woodbridge, NJ

Co-Instructor, Rutgers University Future Scholars Program, “*Law of the Workplace,*” Summer 2014-2017

Co-Instructor, EPE, “*Alternative Dispute Resolution & Resolving Workplace Conflict,*” for Atlantic Healthcare System Human Resources, March 10 & 31, 2016, Morristown, NJ

Instructor, SMLR Training, “*Sexual Harassment, Family Medical Leave Act, and Employment Discrimination Law*,” for United Association Union Regional Business Manager Seminars, Chicago, IL (September 25 & 26, 2014), Portland, OR (October 23 & 24, 2014), and Hollywood, FL (November 13 & 14, 2014)

Instructor, SMLR Training, “*Union Executive Board Training*,” for NJIT/PSA-AAUP, Newark, NJ, April 3 & 17, 2014

Co-Instructor, SMLR Training, “*Hearing Officer Training*,” Jersey City, NJ, May 30 & June 6, 2012

### **CONFERENCE PARTICIPATION:**

Panel Speaker, NJ State PBA Collective Bargaining Seminar, “*Red Light/Green Light Arbitrator Panel*,” Atlantic City, NJ, February 5, 2020

Panel Speaker, NJ State FMBA February Educational Convention, “*Arbitrator Panel*,” Atlantic City, NJ, February 7, 2018

Panel Speaker, SMLR Ninth Labor Management Partnership Conference, “*Recent Developments in the Mandatory Arbitration of Employment Claims*,” New Brunswick, NJ, May 16, 2016

Panel Speaker, NJICLE - NJ Public Employment Conference, “*Arbitrator Panel: How Would You Decide?*,” East Brunswick, NJ, April 29, 2016

### **SERVICE:**

Member, SMLR *Diversity, Equity & Inclusion Committee*, 2019-present

Hearing Officer, Rutgers University Office of Student Affairs Compliance & Title IX, 2019-present (serve as hearing officer in cases alleging Title IX and related violations)

Member, Rutgers University Office of Student Conduct, *Faculty/Staff Hearing Board*, 2017-2019

Member, SMLR *Bylaws Committee*, 2015-present

Faculty Advisor, “*RU POWER*” (*Promoting Overall Worker & Employer Relations*), student organization, graduate and undergraduate chapters, 2012-present

Law School/Legal Career Advisor, provide guidance and advice to graduate and undergraduate students interested in law school and legal careers, 2011-present

Member, LSER Department, *Merit Pay Committee*, 2016

## **HONORS & AWARDS:**

Teaching Award, Labor Studies & Employment Relations Department, May 18, 2019

Faculty/Staff Member of the Year, Rutgers University Hearing Board, May 7, 2019

## **MEDIA (partial list):**

Interviewed, NJTV News, *"Amazon lawsuit highlights gap between workplace rules and medical marijuana law,"* November 15, 2019

Interviewed/quoted, Market Watch, *"Amazon wrongly fired a worker and 'blacklisted' him for using medical marijuana, lawsuit alleges,"* November 12, 2019

Interviewed/quoted, Star-Ledger (NJ.com), *"Sex, harassment and abuse: An inside look at the dark side of N.J. restaurants,"* May 2018

Interviewed/quoted, Bloomberg BNA Daily Labor Report, *"Can labor contracts help Sinclair TV anchors dodge edicts,"* April 4, 2018

Interviewed/quoted, Star-Ledger (NJ.com), *"She wanted to be a firefighter. Sexual harassment derailed her dream,"* March 23, 2018

Interviewed/quoted, News 12 New Jersey, *"Rutgers holds workplace sexual harassment prevention workshop,"* January 26, 2018

Interviewed/quoted, Bergen Record (northjersey.com), *"Bill would ban confidentiality contracts in workplace harassment cases,"* December 10, 2017

Interviewed/quoted, Rutgers Today, *"How to handle sexual harassment at work,"* December 5, 2017

Interviewed/quoted, ROI-NJ, *"Rutgers hopes workshops shine light on sex harassment,"* December 5, 2017

Interviewed/quoted, News 12 New Jersey, *"Victims of workplace sexual abuse have options,"* November 22, 2017

Extended Interview, Princeton TV, *"Pro Se Nation,"* regarding current immigration legal issues and policies, April 4, 2017 (taped)

Interviewed/quoted, Star-Ledger (NJ.com), *"Facebook rights at issue between nurses, hospitals,"* November 5, 2015

Interviewed/quoted, Star-Ledger (NJ.com), "*Union County bank violates anti-discrimination laws,*" October 4, 2012

Interviewed/quoted, Rutgers Today, "*Rutgers professor weighs in on Apple and its labor missteps,*" March 22, 2012

**CURRENT PROFESSIONAL AFFILIATIONS:**

Executive Board Member, *Labor & Employment Relations Association ("LERA")*, New Jersey Chapter, 2012-present

*Updated: 02/15/2020*