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Rutgers University
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TEACHING EXPERIENCE:

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

Associate Teaching Professor (2022-Present)
Assistant Teaching Professor (2016-2022)
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 and Conciliation Service, National Mediation Board, N.J. Public Employment Relations Commission, N.J. State Board of Mediation, and Pennsylvania Bureau of Mediation. Mediate employment law and related cases.

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 — Throughout private practice law career, represented individuals and employers before the Bureau of Citizenship and Immigration Services (formerly Immigration and 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. 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.

ADMITTED TO PRACTICE LAW:

New Jersey, 1991
Florida, 1987 (inactive status)

EDUCATION:

University of Miami School of Law, Coral Gables, Florida, *Juris Doctor*, 1987
Rutgers University, New Brunswick, New Jersey, *Bachelor of Arts (History)*, 1982

CREDIT COURSES TAUGHT:

American Labor Law
Employment Law
Employment Discrimination Law
Employee Privacy (graduate level)
Exploring Mediation
Immigration Law and Employee Rights
Immigrant Workers and Their Rights
Mediation Processes and Techniques (graduate level)

GUEST SPEAKER:

“Future of Work & Careers Panel,” Work and Society undergraduate course, 2016-2023

“Ask An Arbitrator,” Conflict Resolution undergraduate course, 2018-2021; Arbitration graduate course, 2023

“Workplace Sexual Harassment Legal Issues,” Avoiding Sexual Harassment undergraduate course, 2012-2019

“Employment at Will and Exceptions,” Introductory Seminar in Labor & Employment Relations” graduate course, 2012-2019

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

“Law and Leadership,” First-Year Interest Group Seminars (“FIGS”), September 28, 2017

EXTENSION PROGRAM COURSES/TRAINING:

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

- Countering and Preventing Harassment, December 1, 2023
- Constitutional Rights and the Workplace, November 17, 2023
- Workers’ Compensation Law, March 24, 2023
- Countering and Preventing Harassment, December 2, 2022
- Constitutional Rights and the Workplace, November 18, 2022
- Workers’ Compensation Law, April 22, 2022
- Mediation & Arbitration Basics, January 11- February 15, 2022
- Constitutional Rights and the Workplace, December 3, 2021
- Countering and Preventing Harassment, November 18, 2021
- Constitutional Rights and the Workplace, September 25, 2020
- Sexual and Other Forms of Harassment, October 25, 2018
- Investigating Sexual Harassment, January 26, 2018
- Workplace Bias and Discrimination Law, December 15, 2017
- Workplace Retaliation and Whistleblowing, March 10, 2017
- The Law at Work: Benchmarks and Pitfalls, September 28, 2017
- Social Media and Workplace Law, October 14, 2016
- Social Media and Workplace Law, November 6, 2015
- Social Media and Workplace Law, April 17, 2015
- Whistleblowing and Workplace Retaliation Law, March 6, 2015
- Whistleblowing and Arbitration of Employment Claims, March 28, 2014
- Workplace Discrimination and 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, “*Railway Labor Act Basics*,” for Allied Pilots Association, January 9, 2023, New Brunswick, NJ

Instructor, “*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 and February 12, 2019

Instructor, “*Labor Law Basics*,” for International Alliance of Theatrical and Stage Employees, Toronto, Canada (September 25, 2018), Linthicum Heights (May 23-24, 2019), virtual online (November 18, 2021), Chicago, IL (May 5-6, 2022), Cleveland, OH (October 18, 2022), San Diego, CA (February 14, 2023), Philadelphia, PA (May 1-2, 2023), Toronto, Canada (October 17, 2023), Tampa, FL (November 14, 2023), Linthicum Heights (February 27, 2024); “*Comparing NLRB and USDOL*,” virtual online (November 16, 2021)

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

Instructor, “*Employment Law Training Program,*” for NJ Office of Legislative Services, August 11 and 18, 2017, Trenton, NJ

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

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

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

Co-Instructor, “*Hearing Officer Training,*” for City of Jersey City, May 30 and June 6, 2012, Jersey City, NJ

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 *Advisory Committee on Appointments & Promotions*, 2024

Member, SMLR *Non-Tenure Track Advisory Committee*, 2021-present

Member, SMLR *Diversity, Equity & Inclusion Faculty Committee*, 2019-2021

Hearing Officer, Rutgers University Office of Student Affairs Compliance and Title IX, 2019-2021

Member, Rutgers University Office of Student Conduct, *Faculty/Staff Hearing Board*, 2017-2021

Member, SMLR *Review (Bylaws) Committee*, 2015-2022

Member, LSER *Teaching Award Committee*, 2020-2022

Faculty Advisor, *Promoting Overall Worker and Employer Relations (“RU POWER”)* student organization, 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 and Employment Relations Department, May 18, 2019

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

MEDIA (partial list):

Interviewed/quoted:

Axios, “*Labor Board says non-disparagement clauses are unlawful – here’s what that means,*” March 27, 2023

Washington Post, “*Workers don’t have to hush for severance anymore. Here’s why it matters,*” March 9, 2023

Axios, “*Andy Jassy sticking with anti-union talking points,*” November 30, 2022

Quad-City Times, “*Quad-City Deere workers have few details of new offer, but are Hopeful,*” November 13, 2021

Quad-City Times, *“Ongoing negotiations, an injunction and continued health care highlight first full week of Deere strike,”* October 24, 2021

Truthout, *“NLRB is reviewing a rule change that has helped bosses bust unions for decades,”* September 6, 2021

Star-Ledger (NJ.com), *“N.J. workers say they were fired during pandemic for attempting to unionize,”* May 15, 2020

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

Market Watch, *“Amazon wrongly fired a worker and ‘blacklisted’ him for using medical marijuana, lawsuit alleges,”* November 12, 2019

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

Bloomberg BNA Daily Labor Report, *“Can labor contracts help Sinclair TV anchors dodge edicts,”* April 4, 2018

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

News 12 New Jersey, *“Rutgers holds workplace sexual harassment prevention workshop,”* January 26, 2018

Bergan Record (northjersey.com), *“Bill would ban confidentiality contracts in workplace harassment cases,”* December 10, 2017

Rutgers Today, *“How to handle sexual harassment at work,”* December 5, 2017

ROI-NJ, *“Rutgers hopes workshops shine light on sex harassment,”* December 5, 2017

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

Star-Ledger (NJ.com), *“Facebook rights at issue between nurses, hospitals,”* November 5, 2015

Star-Ledger (NJ.com), *“Union County bank violates anti-discrimination laws,”* October 4, 2012

Rutgers Today, “*Rutgers professor weighs in on Apple and its labor missteps,*”
March 22, 2012

CURRENT PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators
NJ Chapter - Labor and Employment Relations Association, Executive Secretary
Labor and Employment Relations Association

PRIOR PROFESSIONAL AFFILIATIONS:

American Bar Association, Labor & Employment Law Section
American Immigration Lawyers Association
NJ Chapter - American Immigration Lawyers Association
NJ Chapter - National Employment Lawyers Association

Updated: 02/28/2024