



State of New Jersey
Board of Mediation

Resume of Panel Arbitrator

Name Carol Hoffman

Business Email CMH@cmhadr.com

City Mineola

State NY

ZIP 11501

Arbitration Experience

2008-Present: Arbitrator/Mediator. Labor cases for American Arbitration Association, New Jersey State Board of Mediation and New York State Public Employment Relations Board Pro Bono Panel.

1981-2008: For over 25 years, handled arbitrations and grievance administration as General, Labor and Special Counsel to municipalities, serving as Chief Negotiator for all public school and public library system bargaining units.

1979-1981: Assistant Counsel in Governor's Office of employee Relations, handling grievances, arbitration, mediation and fact finding with New York State public employee units.

Mediation Experience

Mediated approximately 20 community disputes and commercial property cases through Nassau County Supreme Court appointment as Special Master. Mediated internal board governance disputes while serving as general and labor counsel to schools. Represented municipal boards in mediation of collective bargaining disputes and impasses. Handled mediation for NYS while in the Governor's Office of Employee Relations with the NYS Police Bureau of Criminal Investigation.

Labor Relations or Labor Management Experience

Served as management Chief Negotiator in more than 50 collective bargaining agreements with units ranging from Teachers, Administrators, Office Staff, Custodial staff, Bus Drivers, Nurses, Paraprofessionals, Library staff, Public safety officers and security personnel. For over 25 years, served as labor, general and special counsel to public boards of education and library boards in human rights cases.

2008-Present: Arbitrator and Mediator. Arbitrate labor cases for AAA, Nassau County District Court, New Jersey State Mediation Board and New York State Public Employment Relations Board Pro Bono Panel.

2010-Present: Adjunct Faculty teaching Management of Human Resources at Molloy College, Division of Business.

1981-2008: General, Labor and Special Counsel to municipalities, serving as Chief Negotiator for public school districts in negotiations with New York State United Teachers, Civil Service Employees Association, UPSEU, Teamsters and other unions which represented public employees including teachers, administrators, bus drivers, paraprofessionals, security guards, office staff, custodial staff and public safety officers. Handled contract administration, grievances, arbitrations, mediation, fact finding and unfair labor practice cases, EEOC complaints and workplace investigations. Handled human rights cases involving ethnicity and age discrimination.

1979-1981: Served as Assistant Counsel in Governor's Office of Employee Relations, handling contract administration, grievances, arbitration, mediation and fact finding with NYS Police Bureau of Criminal Investigation and unfair labor practice cases with Correction Officers Union, Council 82.

1976-1979: Assistant Attorney in New York State Education Department's Office of Counsel, handling teacher's rights cases, student's rights cases and special education matters.

Other Relevant or Equivalent Experience

Area or Industries of Special Interest

Municipal employees; Education K-12 and University level; Police; Food Industry; Health Care; Hospital/Nursing Homes; Office workers/clerical; police and fire; Transportation.

Education

Cornell ILR School, Scheinman Institute- Labor Arbitrator Program 2009-2011

Albany Law School of Union University – Juris Doctor 1976

University at Albany, New York Bachelor of Science – Cum Laude 1973

Professional Affiliation/Association (Include Any Panel Membership)

American Arbitration Association - Labor Arbitrator Panel

Federal Mediation and Conciliation Services – Labor Arbitration Panel, Arbitrator Roster Member

NYS Public Employment Relations Board – Pro Bono Panel

Suffolk County P.E.R.B. – Labor Arbitration Panel

New Jersey State Mediation Board - Labor Arbitration Panel

Cornell Roster of Dispute Resolution Neutrals – Mediator
Cornell Arbitrator Roster - Member
New York State PERB – Mediator panel
Board of Directors of the Long Island Chapter of the Labor Employment Relations Association;
Past President of the New York State School Attorneys Association;
Former Chair of the Nassau County Bar Association Education Law Committee;
Former Chair of the Lawyer Assistance Committee of the Nassau County Bar Association;
Former member of the Board of Trustees of the Nassau Academy of Law;
Former member of the Board of Directors of the Nassau County Bar Association ;
Advisory Committee to the American Bar Associations Commission on Lawyers Assistance Programs;
Member of the New York State Bar Associations Labor and Employment and Municipal Law Sections and the Lawyers Assistance Committee;
Former Member of the Advisory Board to the Rockefeller College of Public Affairs at the University at Albany;
Member of the Leadership Council of the Long Island Council against Alcohol and Drug Dependence;
Member of the Leadership Council of the Maurer Foundation for Breast Health Education

Notes

Per Diem Fees: \$ 1650

Cancellation Notice

14 Calendar Days or Parties are Liable for Full Fee for the Cancelled or Postponed Day