

CITY OF VINELAND

RESOLUTION NO. 2021-567

RESOLUTION AUTHORIZING A PROFESSIONAL SERVICES AGREEMENT BY AND BETWEEN THE LAW FIRM OF BROWN AND CONNERY, LLP, WESTMONT, NEW JERSEY AND THE CITY OF VINELAND FOR SPECIAL LEGAL COUNSEL SERVICES TO PROSECUTE DISCIPLINARY MATTERS WITHIN THE CITY OF VINELAND

WHEREAS, there are several substantial disciplinary issues presently facing the City of Vineland which require the services of legal counsel with experience in such matters including issues with Civil Service; and

WHEREAS, the City of Vineland has a need to acquire such professional legal services to assist the City in properly prosecuting discipline as a Non-Fair and Open Contract pursuant to NJSA 19:44A-20.5; and

WHEREAS, the Law Firm of Brown and Connery, LLP, Westmont, New Jersey is a Law Firm that specializes in Civil Service and Labor law and litigation, with years of experience, including prior representation of the City of Vineland and has submitted a proposal which is attached hereto and made a part hereof; and

WHEREAS, Brown and Connery, LLP has completed and submitted a Business Entity Disclosure Certification for Non-Fair And Open Contract which certifies that the firm has not made any reportable contributions to a political or candidate committee in the City of Vineland in the previous one year and that the contract will prohibit Brown and Connery, LLP from making any reportable contributions through the term of the contract or its extension to a political or candidate committee in the City of Vineland; and

WHEREAS, the availability of funds for said Professional Services Contract to be awarded have been certified by the City Comptroller; and

WHEREAS, the Local Public Contract Law (N.J.S.A. 40 A: 11 – 1, et seq.) requires that the Resolution authorizing the award of contract for Professional Services without competitive bidding and the contract itself must be available for public inspection.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Vineland as follows:

1. That the Mayor and Clerk are hereby authorized and directed to execute a Non-Fair and Open Agreement pursuant to N.J.S.A. 19:44A – 20.5 with Brown and Connery, LLP, Westmont, New Jersey for Professional Services for Special Legal Services to prosecute disciplinary matters for the City of Vineland in accordance with the proposal submitted and attached hereto.
2. That this Professional Services Agreement is awarded without competitive bidding in accordance with NJSA 40 A: 11 – 5 (1)(a) of the Local Public Contracts Law because said services to be rendered or performed require knowledge of an advanced type in a field of learning acquired by a prolonged formal course of specialized instruction distinguished from general academic instruction or apprenticeship and training.

CITY OF VINELAND

3. That the Business Disclosure Entity Certification, the Political Contribution Disclosure Form and the Determination of Value be placed on file with the Resolution.
4. That a notice of this action shall be printed once in the Daily Journal.

Adopted:

President of Council

ATTEST:

City Clerk

BROWN & CONNERY, LLP

RESPONSE TO REQUEST FOR PROFESSIONAL SERVICES FOR THE CITY OF VINELAND FOR SPECIAL LABOR COUNSEL

**Submitted by: BROWN & CONNERY, LLP
360 Haddon Avenue
P.O. Box 539
Westmont, NJ 08108
856-854-8900**

**6 North Broad Street
Woodbury, NJ 08106
856-812-8900**

**20 Tanner Street
Haddonfield, NJ 08033
856-428-7600**

www.brownconnery.com

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I. SCOPE OF SERVICES

Brown & Connery, LLP proposes to provide services as Special Labor Counsel for the City of Vineland.

II. EXECUTIVE SUMMARY OF THE FIRM

Brown & Connery, LLP, a limited liability partnership, is among the oldest and most well-established law firms in Southern New Jersey. The firm was founded by Horace G. Brown in 1928 and has continued to grow and flourish by serving the legal needs of South Jersey residents as well as local, regional, and national businesses, institutions and public entities.

In 2015, the firm was named Litigation Department of the Year, General Litigation (Mid-Sized Firms) by the New Jersey Law Journal.

The firm is rated "AV" by Martindale Hubbell, the highest rating awarded. The Brown & Connery philosophy is to consistently maintain the highest ethical and intellectual standards of representation and to provide a wide range of legal services to the client. Brown & Connery, LLP presently has 53 attorneys and over 33 paralegals, legal assistants and support personnel.

The firm has three offices throughout the State of New Jersey, as well as an office in Philadelphia. Thus, the firm provides representation statewide in New Jersey, as well as locally in Pennsylvania.

Brown & Connery has an active litigation practice in the state and federal courts and before federal, state and local administrative agencies. The litigation practice covers a wide range of types of suits including actions related to civil rights, negligence and actions governed by the New Jersey Tort Claims Act, as well as labor and employment actions, contract actions, federal statutory and constitutional law, eminent domain proceedings and the entire spectrum of complex litigation. The firm has a well-established labor and employment practice and is recognized as a premier law firm for representation of management in labor and employment matters. We have tried the most complicated of cases and also have successfully contained costs by investigating and evaluating claims to achieve a reasonable resolution before claims and costs escalate where appropriate.

The firm's largest practice groups are the Labor and Employment Group and the Governmental Services Group. A summary description of those practice areas is provided below:

Labor and Employment

Brown and Connery has a team of experienced attorneys in its labor and employment practice who defend employers and individual employees in litigation related to claims of sexual harassment, discrimination, hostile work environment, retaliation and other claims of wrongful termination. The firm's attorneys are experienced in handling matters related to all aspects of employment law including but not limited to federal and state laws including the New Jersey Law Against Discrimination, Title VII, Section 1981, Section 1983, the Americans with Disabilities Act, the Conscientious Employee Protection Act, the Age Discrimination in Employment Act, the

Family and Medical Leave Act, the New Jersey Family Leave Act and the Pregnancy Discrimination Act. Our attorneys are experienced in defending employers in the state and federal courts, as well as various state and federal agencies such as the New Jersey Division on Civil Rights, New Jersey Public Employee Relations Commission, New Jersey Department of Labor and Workforce Development, United States Department of Labor, Equal Employment Opportunity Commission, and National Labor Relations Board. The firm has been significantly involved in labor and employment cases which have resulted in key court decisions such as Raspa v. Office of the Sheriff of Gloucester County, 191 N.J. 323 (2007), a landmark disability discrimination case.

Our attorneys have particular expertise in representing corporate and public entities, including directing and managing contract negotiations with collective bargaining units and thereafter handling grievances and arbitrations related to those agreements.

The firm regularly counsels employers to assist in compliance with state and federal laws and to avoid employment related claims. The firm has an active transactional employment practice which includes drafting of employment handbooks and policies and procedures as well as drafting employment contracts, including collective bargaining agreements, and severance agreements, including those for reductions in force and plant closings. The firm has developed training programs for employers on subject matters such as workplace discrimination and harassment, sexual harassment, performance evaluations, discipline, etc. and regularly provides interactive training sessions for employers, including management and rank and file employees, of all sizes.

Services for Governmental Agencies & Public Entities

Brown & Connery serves as special and general counsel to various state and federal governmental agencies and local public municipalities, school districts and entities. Our clients include Counties of Camden and Gloucester; the Pollution Control Financing Authority of Camden County; the Camden County Health Services Center; the Camden County Municipal Utilities Authority; the Camden County Improvement Authority; the Camden County Joint Insurance Fund; the Mantua Municipal Utilities Authority, South Jersey Port Corporation; the Glassboro Housing Authority; the Merchantville and Mt. Ephraim Planning Boards, the Boroughs of Haddonfield, Pine Hill and Glassboro; and the Townships of Washington, Cherry Hill, Pennsauken, Monroe, Deptford, and Mantua. We also serve as special litigation counsel and/or labor counsel to the Gloucester County Institute of Technology and the Gloucester County Special Services District and the Camden City School District.

Our attorneys provide advice, planning, counseling and litigation services related to the vast array of issues confronting public entities on a daily basis. We regularly provide advice on issues relating to governmental relations, public policy and strategy, and policy implementation; procurement, preparation of contract bids, specifications and proposals, and bid protests; contract and subcontract negotiations, including negotiations of collective bargaining agreements; contract disputes; compliance with federal and state government mandated programs and regulations; audits; state and federal investigations; financing issues, including debt and equity financing; accounting and costs issues; employment disputes and litigation; and environmental issues. In addition, as special counsel for several local planning boards, we provide advice and counsel related to land use and zoning issues, and draft and enforce municipal zoning regulations.

III. THE FIRM'S OFFICES

The firm has several offices located throughout New Jersey. Each office has access to the firm's vast array of technological resources and support services. All of the firm's attorneys are licensed to practice in the State of New Jersey. A list of which attorneys practice primarily at which office is contained on the firm's website, www.brownconnery.com.

Primary Office – Westmont, New Jersey

360 Haddon Avenue
P.O. Box 539
Westmont, NJ 08108
856-854-8900
856-858-4967 (fax)

Woodbury, New Jersey Office

6 North Broad Street
Woodbury, NJ 08096
856-812-8900
856-853-9933 (fax)

Haddonfield, New Jersey Office

20 Tanner Street
Haddonfield, NJ 08033
856-428-7600
856-428-8310 (fax)

IV. ATTORNEYS RESPONSIBLE FOR THE WORK – STAFFING PLAN

The specific partner responsible for this engagement will be William F. Cook. Mr. Cook is also partner with the firm with extensive experience in litigation and consulting in employment-related matters. Specific biographical information is listed below:

WILLIAM F. COOK (Partner), born Philadelphia, Pennsylvania, November 10, 1977. Admissions: New Jersey and Pennsylvania (2003), United States Supreme Court, United States Third Circuit Court of Appeals, and United States District Court (District of New Jersey and Eastern District of Pennsylvania). Education: University of Pennsylvania (B.A., *summa cum laude*, Phi Beta Kappa, 2000); University of Pennsylvania Law School (J.D., 2003). Law Clerk for the Hon. Michael Patrick King, P.J.A.D., New Jersey Superior Court, Appellate Division (2003-2004). Member: Camden County, New Jersey State, Pennsylvania and American Bar Associations. Member, New Jersey Supreme Court Committee on Rules of Evidence, 2010-2020; Chair, New Jersey Supreme Court Subcommittee on Inadvertent Disclosures, 2018-2020 (approx.); Chair, New Jersey Supreme Court Subcommittee on Government Records, 2016-2018 (approx.); Adjunct Professor, Rutgers-Camden School of Law, 2005-2012 (approx.), "New Jersey Practice" Course; Trustee, Camden County Bar Association, 2014-2017 (approx.); Chair, Camden County Bar Association Civil Practice Committee, 2012–present (approx.); Chair, Camden

County Bar Association Employment Law Committee, 2012-2018 (approx.); various speaking engagements, presentations, and publications.

Additional attorneys who may provide support include:

- Andrew S. Brown – Westmont (main) office
- Vincent M. Silvanio – Westmont (main) office

Specific biographical information for all attorneys is attached as **Exhibit A**.

In the event that problems or emergencies occur during the course of this law firm's contract, Louis R. Lessig may be contacted at (856) 854-8900 (work number), (856) 236-1293 (cell number) or via email at llessig@brownconnery.com.

V. THE FIRM'S LABOR AND EMPLOYMENT LITIGATION PRACTICE

The firm's largest practice is its labor and employment practice. The firm's commitment to providing the best representation in the labor and employment field, particularly for public entities, is demonstrated by the number of personnel employed and devoted to working on such matters. Presently, **twenty (20) of the firm's fifty-three (53) attorneys specialize in labor and employment matters**. Specifically, partners William M. Tambussi, Susan M. Leming, Louis R. Lessig, William F. Cook, Michael J. DiPiero, Michael J. Miles, Michael J. Watson, Kathleen E. Dohn, and Steven G. Wolschina; of counsel Joseph G. Antinori; associates, Therese M. Taraschi, Jonathan T. Triantos, Andrew S. Brown, Kayla L. Louis, Molly Doyle, Sean O'Brien, Carmen Y. Day, Alyssa Lott, Jose Calves, and Vincent Silvanio work in the firm's labor and employment practice.

Our attorneys have particular expertise in representing corporate and public entities, including directing and managing contract negotiations with collective bargaining units and handling grievances and arbitrations related to those agreements. The firm's vast experience in representing public entities private companies, both union and non-union, in labor and employment matters includes addressing of general labor law questions, participation in contract negotiations and drafting collective bargaining agreements (including those related to clerical, rank and file employees, supervisors, police, corrections officers, paramedics/E.M.T.'s, etc.), representation and counsel during organization of newly formed unions and elections, grievances, arbitrations (grievance related and interest arbitration), defense of civil rights actions and all employment related actions and regular counseling related to employment matters ensuring compliance with state and federal laws and regulations including but not limited to those related to wage and hour, anti-discrimination, Family and Medical Leave Act (FMLA), New Jersey Family Leave Act (NJFLA), Americans with Disabilities Act, New Jersey Conscientious Employee Protection Act (CEPA), etc. The firm has vast experience in preparing and reviewing employment handbooks and policies and procedures. The firm regularly practices before the Public Employee Relations Commission (PERC), National Labor Relations Board (NLRB), New Jersey Department of Labor and Workforce Development (NJDOLEWD), Equal Employment Opportunity Commission (EEOC), United States Department of Labor (USDOL), New Jersey Division on Civil Rights (NJDCR) and Office of Administrative Law (OAL).

Our team of attorneys defends employers and individual employees in litigation related to claims of sexual harassment, discrimination, hostile work environment, retaliation and other claims of wrongful termination. The firm's attorneys are experienced in handling matters related to all aspects of employment law including but not limited to federal and state laws including the New Jersey Law Against Discrimination, Title VII, Section 1981, Section 1983, the Americans with Disabilities Act, the Conscientious Employee Protection Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the New Jersey Family Leave Act and the Pregnancy Discrimination Act. Our attorneys are experienced in defending employers in the state and federal courts, as well as various state and federal agencies such as the New Jersey Division on Civil Rights, New Jersey Public Employee Relations Commission, New Jersey Department of Labor and Workforce Development, United States Department of Labor, Equal Employment Opportunity Commission, and National Labor Relations Board.

The firm is well known for having litigated key cases involving New Jersey's anti-discrimination and retaliation statutes including the following:

Fraternal Order of Police, Lodge #1 v. The County of Camden, 2015 WL 6159530 (2015) (affirming formation of the first ever county police department in New Jersey)

Raspa v. Office of the Sheriff of Gloucester County, 191 N.J. 323 (2007) (a landmark disability discrimination case)

Cutler v. Dorn, 149 N.J. 19 (2008) (a key New Jersey Supreme Court case related to harassment and hostile work environment in a police department)

Webb v. Witt, 379 N.J. Super. 18 (App.Div. 2005) (a key decision by the Appellate Division affirming an employer's right to settle litigation matters without the consent of an employee)

Yurick v. State, 184 N.J. 70 (2005) (a key case involving an issue of first impression under the Conscientious Employee Protection Act by a Prosecutor)

The firm counsels employers to assist in compliance with state and federal laws and to avoid employment related claims. Most recently that has included extensive support for all of our clients related to issues surrounding the Covid-19 pandemic as it relates to the Family First Coronavirus Response Act (FFCRA), the Coronavirus Aid, Relief, and Economic Security Act ("CARES Act"), as well as alterations to the New Jersey Paid Sick Leave Law, New Jersey Family Leave Act as well as other federal and state laws that all impact employers and the way in which they conduct and manage their respective organizations through a pandemic. The firm is providing guidance, regular alerts to clients as the laws and regulations change, as well as creating check lists and advice to deal with the full gamut of employer issues related to these new and challenging laws.

The firm has an active transactional employment practice which includes drafting of employment handbooks and policies and procedures as well as drafting employment contracts,

including collective bargaining agreements, and severance agreements, including those for reductions in force and plant closings. The firm has developed training programs for employers on subject matters such as workplace discrimination and harassment, sexual harassment, performance evaluations, discipline, etc. and regularly provides interactive training sessions for employers, including management and rank and file employees, of all sizes.

With respect to the firm's collective bargaining experience, the firm has represented public entities in negotiations across every public sector job classification. Our approach focuses on the total budgetary cost of a collective bargaining agreement to the client including savings through work rule changes. We have assisted clients in reducing or capitulating outdated economic concepts, including longevity, and sick leave sell back. We have negotiated varied health insurance concepts into these bargaining agreements. We have also negotiated many agreements post Chapter 78 and have maintained "Tier 4" premium sharing percentage levels. The firm has extensive experience with FOP, PBA, IAFF, CWA, UAW, IUE, AFSCME, and UFCW negotiators throughout the state.

We have represented clients through every step of the impasse process with PERC. For police and fire department, we have extensive experience in litigating interest arbitration proceedings under all of the forms since reforms became effective in 2011. Most notably, we represented the first municipality to ever secure a multiyear award without any economic increases (I.M.O. City of Camden and Camden Organization of Police Superiors, P.E.R.C. No. IA-2013-049), and were successful at overturning an award that failed to properly consider the "ability to pay" factor (I.M.O. City of Camden and IAFF Local 788, P.E.R.C. No. IA-2009-065). With respect to non-public safety employees, we have been very effective in resolving impasses at the mediation level without the need to resort to the fact finding process offered thereafter. We have been able to efficiently and effectively avoid protracted negotiations while maintaining a difficult negotiating position.

The firm is well-versed in handling grievances and updating the grievance process through negotiations. The firm has handled a large number of grievances, including class action grievances. The firm's proactive involvement occurs from the time a grievance is discussed with administration through arbitration, when necessary. We have also provided guidance in applying practical experience to the grievance language in a given collective bargaining agreement. Such language must balance the legitimate right of redress of the employee against the protection of managerial rights. We have been effective in helping clients find that balance.

The firm also provides advice regarding the continually changing requirements in the law related to public sector labor and employment, which have included everything from pension matters to whistleblowing protections, the Law Against Discrimination, Family Leave Insurance, the Americans with Disabilities Act and the Federal Family and Medical Leave Act, the Genetic Information Nondiscrimination Act, and changes in regulations that apply to Civil Service and Non-civil Service public entities. The firm has provided written advisories, form memorandums to be sent to all employees, sample posters and checklists to ensure compliance. As negotiators, these areas become increasingly relevant, especially when language in the existing collective bargaining agreement conflicts with changes in the law, which then need to be altered through negotiations.

Brown & Connery has the resources available to commit experienced professional and support staff necessary to perform its services an expeditious and cost-effective manner. Such resources are located at the several offices referenced above. Through the course of representation, Brown & Connery developed expertise including the preparation of certain computer software necessary to generate certain pleadings and forms and to control case management. Brown & Connery is prepared to dedicate members of the paralegal staff to these matters in the interest of cost effectiveness. Whenever possible and when appropriate, Brown & Connery will utilize employees who will report directly to the coordinating and responsible partners. Brown & Connery also has considerable experience in appellate practice on a wide variety of issues before the Appellate Division and the New Jersey Supreme Court. Brown & Connery has sufficient financial resources and staffing to devote to any litigation, including coverage actions, regardless of size or complexity.

The firm will comply with all reporting requirements for pending litigation or other matters. The firm provides clients with regular reports to clients regarding pending matters in a variety of different formats or structures, including written or electronic updates or through client-created forms. The firm is also extremely experienced in providing annual audit information as requested for public entities.

VI. LISTING OF LOCAL GOVERNMENT CLIENTS

Each of the following client representatives may be contacted to act as a reference for the firm and its work.

1. The County of Gloucester

County of Gloucester, P.O. Box 337
Woodbury, New Jersey 08096

(1996-Present) Special Labor and Litigation Counsel. (eight Collective Bargaining Agreements; FOP Local 165; FOP Local 97; CWA Local 1085; PBA Local 122; Glo. Cty. Sheriff's Officers Association; Glo. Cty. Corrections Officers Sgts. Association; Asst. Pros. Assoc.; Teamsters Local 311)

Contact: Chad Bruner, Administrator
Eric Campo, County Counsel
(856) 853-3264
cbruner@co.gloucester.nj.us

As Special Labor and Litigation Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions in the New Jersey Department of Personnel, Office of Administrative Law, Merit System Board and New Jersey Public Employee Relations Office; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New

Jersey Division on Civil Rights. The firm has provided employment related training and education to employees and supervisors.

2. The County of Camden

County Courthouse
520 Market Street, 14th Floor
Camden, New Jersey 08102

(2009-Present) Special Litigation Counsel. FOP Lodge 212, 214 and 214a; PBA Local 351, 316 and 316a; CWA 1014; UFCW 1360

Contact: Emeshe Arzon, County Counsel
(856) 225-5543
Emeshe.arzon@camdencounty.com

As Special Counsel, we have represented the County in various litigation matters including litigation related to public utility contracts, insurance related disputes, labor and personnel matters and other complex civil litigation.

3. Township of Haddon

Municipal Building, 135 Haddon Avenue
Westmont, New Jersey 08108

(2008-Present) Special and Labor Counsel. AFSCME, Local 3528; PBA, Local 257

Contact: Randall W. Teague, Mayor
(856) 854-1176 x4111
mavorteague@haddontwp.com

As Special and Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment handbooks; and other employment litigation matters such as claims filed before the Equal Employment Opportunity Commission and the New Jersey Division on Civil Rights. In addition, we assist in negotiating collective bargaining agreements with various unions.

4. Township of Monroe

125 Virginia Avenue
Williamstown, New Jersey 08094

(1999-Present) Special Labor and Litigation Counsel (Four Collective Bargaining Agreements; Monroe Township Police Officers Assoc.; Monroe Township Superior Officers Assoc.; UFCW Local 1360

Contact: Jill S. McCrea, Business Administrator
(856) 728-9800 ext 204
jmccrea@monroetownshipnj.org

As Special Labor and Litigation Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions in the New Jersey Department of Personnel, Office of Administrative Law, Merit System Board and New Jersey Public Employee Relations Commission; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights. The firm has provided employment related training and education to employees and supervisors.

5. Township of Cherry Hill

820 Mercer Street
Cherry Hill, New Jersey 08034-0358

(2007-Present) Labor and Arbitration Counsel. PBA Local No. 176 and FOB Lodge 28; Superior Officers Association; IBT Local 676.

Contact: Erin Patterson Gill, Esquire
Chief of Staff/Business Administration/Deputy Solicitor
(856) 488-7878
egill@chtownship.com

As Labor and Arbitration Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions in the New Jersey Department of Personnel, Office of Administrative Law, Merit System Board and New Jersey Public Employee Relations Commission; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights.

6. Borough of Glassboro

1 South Main Street
Glassboro, New Jersey 08028

(2000-Present) Special Labor Counsel. Six Collective Bargaining Agreements; UAW Local 1360; Firefighters Association; EMS Association; CWA Local 1085; FOP Lodge 108 (Superiors and Patrol)).

Contact: Edward Malandro, Administrator
(856) 881-9230
EMalandro@glassboro.org

As Special Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions in the New Jersey Public Employee Relations Office; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights. The firm has provided employment related training and education to employees and supervisors.

7. Borough of Haddonfield
242 Kings Highway East
Haddonfield, New Jersey 08033

(1999-Present) Labor Counsel.

Contact: Borough Administrator
(856) 429-0201

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions in the New Jersey Department of Personnel, Office of Administrative Law, Merit System Board and New Jersey Public Employee Relations Office; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights. The firm has provided employment related training and education to employees and supervisors.

8. Township of Pennsauken
5605 N. Crescent Boulevard
Pennsauken, New Jersey 08110

(2000-Present) Labor Counsel. AFSCME Council 71, Local 2278, FOB Lodge #3 and FMBA Local 64

Contact: Tim Killion, Township Administrator
Office 856-665-1000 x103
tkillion@twp.pennsauken.nj.us

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions in the New Jersey Department of Personnel, Office of Administrative Law, Merit System Board and New Jersey Public Employee Relations Office; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights. The firm has provided employment related training and education to employees and supervisors.

9. **City of Gloucester**
512 Monmouth Street
Gloucester City, New Jersey 08030

(2009-Present) Special Labor Counsel.

Contact: Brian Morrell, Acting Administrator
(856) 456-0205
bmorrell@gloucesterpolice.com

As Special Labor and Litigation Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions in the New Jersey Department of Personnel, Office of Administrative Law, Merit System Board and New Jersey Public Employee Relations Office; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights. The firm has provided employment related training and education to employees and supervisors.

10. **City of Camden**
City Hall, 4th Floor, Suite 419
Camden, New Jersey 08101-5120

(2010-Present) Special Counsel; Labor Counsel. IAFF, Local 788; IAFF 2578 and 788; CWA 1014

Contact: Jason J. Asuncion, Esquire, Business Administrator
(856) 757-7150
busadmin@ci.camden.nj.us

The firm serves as Special Counsel to the City in a variety of litigation matters. The firm is litigation counsel for the City of Camden in City of Camden, et al. v. Victor Urban Renewal Group, et al., in the Superior Court of New Jersey, Camden County, Docket No.

CAM-L-4612-18, involving disputes arising from a PILOT Agreement and a redeveloper's obligations under the New Jersey Long Term Tax Exemption Law. In addition, the firm serves as counsel in collective bargaining matters related to the City's collective bargaining agreements with police and firefighter unions.

- 11. City of Woodbury**
33 Delaware Street
P.O. Box 180
Woodbury, New Jersey 08096

(2009-Present) Special Labor Counsel. PBA Local 122

Contact: Robert Law, City Finance Officer
(856) 845-1300

As Special Labor and Litigation Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights. The firm has provided employment related training and education to employees and supervisors.

- 12. Township of Berlin**
135 Route 73 South
West Berlin, New Jersey 08091

(2010-Present) Labor Counsel. FOP Lodge 56

Contact: Catherine Underwood, Clerk
(856) 767-1854
cunderwood@berlintwp.com

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions in the New Jersey Department of Personnel, Office of Administrative Law, Merit System Board and New Jersey Public Employee Relations Office; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights.

- 13. City of Beverly**
446 Broad Street
Beverly, New Jersey 08010

(2021-Present) Labor Counsel.

Contact: Richard Wolbert, City Administrator
(609) 387-1881

The firm handles negotiations, grievances as well as day to day employment issues and labor concerns for the City and other assignments as directed.

- 14. Borough of Woodbury Heights**
500 Elm Avenue
Woodbury Heights, NJ 08097

(2013- present) Labor Counsel

Contact: Janet Pizzi, PMC, CMR
(856) 848-2832
janetpz@bwhnj.com

Brian D. Lozuke, Esquire, Solicitor
(856) 298-4267
blozuke@mwm-law.com

The firm provides day to day employment and personnel related counseling as to disciplinary matters, policies and procedures, grievances and litigation.

- 15. Township of Mantua**
401 Main Street
Mantua, New Jersey 08051

(2006-Present) Labor Counsel. IBT, Local 676; PBA, Local 122

Contact: Jennica Bileci, Township Administrator
(856) 468-1500 ext 120
jbileci@mantuatownship.com

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary matters; and litigating other employment-related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New

Jersey Division on Civil Rights. The firm has provided employment related training and education to employees and supervisors.

- 16. Borough of Collingswood**
678 Haddon Avenue
Collingswood, New Jersey 08108

(1999-Present) General Counsel

Contact: Cass Duffey, Borough Administrator
(856) 854-2901
cduffey@collingswood.com

The firm serves as general counsel for the Borough. The firm attends monthly meetings of the Mayor and Commissioners, drafts resolutions and ordinances, oversees real estate and related transactions, and provides general legal assistance and opinions on various issues arising under the Open Public Meetings Act, the Open Public Records Act, and other statutory and regulatory compliance issues.

- 17. Borough of Chesilhurst**
201 Grant Avenue
Chesilhurst, New Jersey 08089

(January 2012 – Present) Solicitor, General and Labor Counsel. PBA, Local 362

Contact: Mayor Jamilla Bremmer
Gloria Rose, Borough Clerk
(856) 767-4153

The firm serves as general and labor counsel for the Borough. The firm attends monthly Caucus and Council meetings, drafts resolutions and ordinances, and provides general legal assistance and opinions on various issues that arise under the Open Public Meetings Act, the Open Public Records Act, and other governmental and compliance issues. As labor counsel, the firm provides advice on a variety of employment related matters including day-to-day counseling involving personnel actions; reviewing and drafting employment policies and procedures; and collective bargaining negotiations.

- 18. Borough of Clementon**
101 Gibbsboro Road
Clementon, New Jersey 08021

(January 2014 – Present) Labor Counsel

Contact: Jenai Johnson, Municipal Clerk/Administrator
(856) 783-0284
j.johnson@clementon-nj.com

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary matters; and litigating other employment-related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights. The firm is available to provide employment-related training and education to employees and supervisors.

- 19. Borough of Clayton**
125 North Delsea Drive
Clayton, New Jersey 08312

(2013-Present) Labor. AFSCME District 71, Local 3303J; GWU; FOP Lodge 130

Contact: Sue Miller, Borough Administrator
(856) 881-2882
smiller@claytonnj.com

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights.

- 20. Township of West Deptford**
400 Crown Point Road
West Deptford, New Jersey 08086

(January 2015 – Present) Labor Counsel. PBA Local # 122; PBA Superior Officers Association; AFSCME Council 63

Contact: Lee Ann Dehart, Acting Township Administrator
(856) 845-4004 ext 130
ldehart@westdeptford.com

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various bargaining units; handling and processing of grievances and internal appeals matters; litigating disciplinary matters and other employment-related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights when approved by EPLI Carrier. The firm is available

to provide employment-related training and education to employees and supervisors.

- 21. Borough of Oaklyn**
500 White Horse Pike
Oaklyn, New Jersey 08107

(January, 2014 – Present) Labor Counsel

**Contact: Bonnie Taft, Municipal Clerk/Administrator/Deputy CFO/
Director of Personnel
(856) 858-2457 ext. 6002**

**Timothy Higgins, Esquire, Solicitor
(856) 482-8500**

The firm provides day to day employment and personnel related counseling as to disciplinary matters, policies and procedures, grievances and litigation.

- 22. Township of Elk**
680 Whig Lane
Monroeville, NJ 08343

**Contact: Stephen Considine, Chief Financial Officer
(856) 881-6525**

(December 2017 – Present) Special Labor Counsel; PBA

As Special Labor Counsel, we perform a variety of labor and employment tasks. We are available to perform day-to-day counseling related to personnel actions; review and draft employment policies and procedures; and negotiate collective bargaining agreements with various unions. We are available to handle and process grievances and arbitration matters; litigate disciplinary actions in the New Jersey Public Employee Relations Commission; and litigate disciplinary and other employment-related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights.

- 23. City of Cape May**
643 Washington Street
Cape May, New Jersey 08244

**Contact: Mayor Zachary Mullock
Christopher Gillin-Schwartz, City Solicitor
(609) 884-9536 (Office)
zmullock@capemaycity.com**

(January 2021 – Present) Labor Counsel

The firm serves as Labor Counsel to the City of Cape May. We provide day-to-day counseling on labor and employment issues, handle labor negotiations and employee disciplinary and removal matters. In this capacity, the firm provides consultation on regulatory and statutory compliance, policy, and contract interpretation issues.

- 24. Township of Westampton**
710 Rancocas Road
Westampton, New Jersey 08060

Contact: Mayor Sandy Henley
Wendy Gibson, Administrator
(609) 267-1891

(January 2018 – Present) Labor Counsel

The firm serves as Labor Counsel to the Township of Westampton. We provide day-to-day counseling on labor and employment issues, handle labor negotiations and employee disciplinary and removal matters, and represent the Township in litigation matters. In this capacity, the firm provides consultation on regulatory and statutory compliance, policy, and contract interpretation issues.

- 25. Borough of Pine Hill**
45 West 7th Ave
Pine Hill, New Jersey 08021

(January 2017 – Present) Labor Counsel

Contact: John F. Greer, Business Administrator
(856) 783-7400 ext. 201
jgreer@pinehillboronj.com

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary matters; and litigating other employment-related actions. The firm provides support in employment-related training and education to employees and supervisors.

- 26. Borough of Mt. Ephraim**

(1994-Present) Planning Board Solicitor

Contact: Terry Shannon, Borough Clerk
(856) 931-1546

The firm serves as Solicitor for the Planning and Zoning Board for the Borough of Mt. Ephraim. In this role, the firm assists the Board in the review of land use applications, the recommendation of amendments to the Borough's zoning ordinances and periodic re-examination of the Master Plan.

27. Voorhees Township
(2018-Present) Special Counsel

Contact: Mario DiNatale, Director, Community & Economic Development
(856) 882-5263

The firm serves as special counsel to the Township of Voorhees for its abandoned properties and rehabilitation program since the Fall of 2018. The firm provides advice on procedures for designated properties as abandoned and the remedies available to the municipality to obtain possession of the properties, rehabilitate and restore them to productive use.

28. Borough of Swedesboro
1500 Kings Highway
Swedesboro, New Jersey 08085

(January 2014 - Present) Labor Counsel

Contact: Mayor Thomas Fromm
(856) 467-0202
tfromm@swedesboro-nj.us

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation with various bargaining units; handling and processing of grievances and disciplinary matters; and assisting with other employment-related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights when approved by the applicable insurance carrier. The firm is also available to provide employment-related training and education to employees and supervisors.

29. Camden County Municipal Joint Insurance Fund

(1993-Present) Solicitor.

Contact: Bradford C. Stokes, Executive Director
(856) 552-6816

The firm serves as Solicitor for the Camden County Joint Municipal Insurance Fund. In this role, the firm serves as general counsel for day to day operations of the Fund and in the management and assessment of claims against the municipal member including tort

claims, civil rights, property and casualty and other similar claims.

30. Burlington County Municipal Joint Insurance Fund

(2019 – Present) Defense Counsel, Panel Member

The firm serves as a member of the defense panel for the Joint Insurance Fund.

31. Gloucester County Insurance Commission

(2012-Present) Defense Counsel, Panel Member

The firm serves as a member of the defense panel for the Commission.

32. The Camden County Insurance Commission

(2011-Present) Defense Counsel, Panel Member

The firm serves as a member of the defense panel for the Commission.

33. Municipal Excess Liability Joint Insurance Fund

(2005-Present) Defense Counsel, Panel Member.

**Contact: David Grubb, Executive Director
(201) 587-0555
daveg@permainc.com**

The firm serves as a member of the defense panel for the Municipal Excess Joint Insurance Fund. In this role, the firm is assigned to defend employment related claims against public entities in New Jersey who are members of the Municipal Excess Liability Joint Insurance Fund.

34. South Bergen County Municipal Joint Insurance Fund

(2015-Present) Defense Counsel, Panel Member

The firm serves as a member of the defense panel for the Joint Insurance Fund.

35. The Ocean County Municipal Joint Insurance Fund

(2015-Present) Defense Counsel, Panel Member

The firm serves as a member of the defense panel for the Joint Insurance Fund.

- 36. Gloucester, Salem, Cumberland Counties Municipal Joint Insurance Fund (TRICO JIF)**
(2019-Present) Defense Counsel, Panel Member

The firm serves as a member of the defense panel for the Joint Insurance Fund.

- 37. New Jersey Schools Insurance Group**
6000 Midlantic Drive, Suite 300 North
Mount Laurel, New Jersey 08054

(2019-Present) Outside Counsel

Contact: Jill Deitch, Esquire, Chief Legal Officer
(609) 386-6060 ext. 3007
jdeitch@njsig.org

The firm serves as outside counsel for the NJSIG.

- 38. South Jersey Port Corporation**
P.O. Box 129
Camden, New Jersey 08101

(2003-Present). Special and Labor Counsel (Local 18 and Local 169).

Contact: Andrew Saporito, Executive Director and CEO
(856) 757-4927
asaporito@southjerseyport.com

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights.

- 39. The Gloucester County Improvement Authority**
109 Budd Blvd.
Woodbury, New Jersey 08096

(2010-Present) Special Litigation Counsel and Labor Counsel. CWA Local 1035; UFCW Local 1360; USW Local 4-149

**Contact: George Strachan, Executive Director
(856) 848-4002
gstrachan@gcianj.com**

As Special Counsel, we have represented the Authority in several labor and employment matters including claims of discrimination and harassment. We have also provided counsel regarding personnel matters. As Labor Counsel, we provided day to day counseling on employment matters, collective bargaining negotiations, grievances and arbitration matters.

40. Delaware River Port Authority (DRPA) and Port Authority Transit Corporation (PATCO)

One Port Center, 2 Riverside Drive, 10th Floor
Camden, New Jersey 08103

(1993-Present) Special Counsel. (FOP-Penn Jersey Lodge 30, PBA Local 30, FOP Superior Officers Association Lodge 30, International Union of Operating Engineers Local 542, Teamsters Local 676, IBEW Local 351).

**Contact: Raymond J. Santarelli, General Counsel
(856) 968-2000
rjsantarelli@drpa.org**

As Special Counsel for the DRPA and PATCO, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, as well as the Equal Employment Opportunity Commission and American Arbitration Association. We have also represented DRPA and PATCO in a wide array of other matters, including matters relating to real estate, zoning, planning, civil rights, police liability, and governmental litigation.

41. Pollution Control Financing Authority of Camden County (1992-present)

Pollution Control Financing Authority of Camden County
9600 River Road
Pennsauken, New Jersey 08110

(1992–Present) General Counsel (One Collective Bargaining Unit: AFSCME, Local 2278).

**Contact: David A. Luthman, Executive Director
(856) 665-8787
luthman@pcfacc.com**

As General Counsel, we manage and perform all legal services for the Authority including but not limited to day-to-day counseling; preparation of meeting resolutions; reviewing and drafting of requests for proposals and bids; reviewing and drafting of contracts and interlocal service agreements; counseling related to regulatory matters and all labor and employment matters; and litigation matters not covered by insurance.

42. Camden County Municipal Utilities Authority

Camden County Municipal Utilities Authority
1645 Ferry Avenue
Camden, New Jersey 08101

(1987–Present) Solicitor, Land Acquisition Counsel; Special Labor and Litigation Counsel (Two Collective Bargaining Units: UFCW, Local 1360 (Supervisors), OPEIU, Local 32 (Blue Collar)).

Contact: Scott Schreiber, Executive Director
(856) 583-1261
sschreiber@ccmua.org

As solicitor to the CCMUA, Brown & Connery provides representation and guidance on a variety of regulatory, personnel, and contract negotiation matters. On a monthly basis, we review all items listed on the CCMUA Board meeting agenda, draft and revise resolutions, ensure that proposed Board actions are in compliance with New Jersey law, and attend each Board meeting. In this capacity, we frequently provide guidance in connection with the CCMUA's procurement of goods and services. In late 2017 and 2018, our office represented the CCMUA in successfully defeating a third-party challenge to the CCMUA's award of a construction contract for the upgrade of its Anaerobic Sludge Digesters and Combined Heat and Power Facilities. The firm also represents the CCMUA in connection with labor and personnel matters. In this capacity, our office has guided the CCMUA through matters involving employee complaints, employee discipline, interpretations of governing collective bargaining agreements, and compliance with civil service statutes and regulations. In August 2018, we conducted two employee training seminars on the CCMUA's anti-discrimination and anti-retaliation personnel policies. The firm also represents the CCMUA in multiple contract negotiations, including shared services agreements between the CCMUA and other local public entities. In 2018, we represented the CCMUA in negotiations of contracts involving green infrastructure projects, the demolition of Campbell's Field in Camden, New Jersey, and the potential sale of an incinerator property in Gloucester Township, New Jersey.

43. Gloucester County Utilities Authority

2 Paradise Road
Paulsboro, New Jersey 08066

(2014-Present) Special Counsel

**Contact: John Vinci, Executive Director
(856) 423-3500
jvinci@gcuanj.com**

The firm acts as special counsel in litigation and other legal matters.

- 44. Mantua Township Municipal Utilities Authority**
Mantua Township Municipal Utilities Authority
397 Main Street
Mantua, New Jersey 08051

(2017-Present) Labor Counsel.

**Contact: William M. Krebs, Executive Director
856-468-1111**

As Labor Counsel, we provide labor and employment consulting as needed. Available services include day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions and other employment related actions in the New Jersey Superior and Appellate Courts and the Equal Employment Opportunity Commission.

- 45. Delaware River and Bay Authority**
I-295 and Route 9
New Castle, Delaware 19720

(2008–Present) Special Counsel. IUOE Local 542, MEBA District 1-PCD.

**Contact: Charlotte Crowell, Chief Human Resources Officer
302-571-6397
charlotte.crowell@drba.net**

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions and other employment related actions in the New Jersey Superior and Appellate Courts, and Equal Employment Opportunity Commission.

- 46. City of Camden Redevelopment Agency**
Camden City Hall
520 Market Street, 13th Floor
Camden, New Jersey 08103

(2005-2009) Special Counsel; (2010-Present) General Counsel.

**Contact: Olivette Simpson, Interim Executive Director
(856) 757-7600**

The firm has served as project counsel to the City of Camden Redevelopment Agency and currently it serves as the General Counsel. In these positions, the firm has represented the Agency in various real estate litigation cases and advised the Agency on a wide variety of redevelopment and eminent domain projects. As General Counsel the firm provides day to day advice to the Agency and provides counsel at public meetings.

47. Merchantville Historic Preservation Commission
1 West Maple Avenue
Merchantville, New Jersey 08109

(2002-Present) General Counsel.

**Contact: Lynn North, Chairperson
(856) 662-2474
lnorth@bsihvac.com**

The firm acts as General Counsel to the HPC. It represents the Commission at all public meetings and reviews all applications presented to the Commission.

48. South Jersey Transportation Authority
P.O. Box 351
Hammonton, New Jersey 08037

(2008-Present) Special Counsel Labor and Environmental. IFPTE, Local 193 and 196;
IAFF #S18

**Contact: Stephen Dougherty, Executive Director
(609) 965-6060
SDOUGHERTY@sjta.com**

The firm has represented the SJTA in a wide variety of matters including day to day labor issues and real estate and environmental projects. It provides counseling with respect to requests for proposals and the public contracting process.

49. Gloucester County Library Commission
389 Wolfert Station Road
Mullica Hill, New Jersey 08062

(2016-Present) Special Labor Counsel

**Contact: Anne M. Wodnick, MLS, Director
(856) 223-6010
awodnick@gcls.org**

As Special Labor Counsel, the firm provides a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation with bargaining units; handling and processing of grievances and disciplinary matters; handling of Civil Service matters; providing employment-related training; and assisting with other employment-related actions courts and other tribunals when approved by the applicable insurance carrier.

50. New Jersey Schools Development Authority
1 West State Street
P.O. Box 991
Trenton, New Jersey 08625

(2001-Present) Special Counsel Employment Litigation and Real Estate.

**Contact: Sandra L. Vieser, Esquire
(609) 943-5955
SVieser@njsda.gov**

The firm has been selected as Special Counsel for this State Authority which is responsible for the acquisition of land for public school projects in the State of New Jersey.

51. The Camden City School District
1033 Cambridge Street
Camden, New Jersey 08105

(2004-Present) Labor Attorney. Camden Education Association - Teachers and Support Staff (NJEA); CWA Local 1079 - Custodians & Maintenance Employees, Lunch Aides; CWA Local 1034 - Supervisors, Substitute Teachers; Camden City Federation of School Psychologists; Camden City Principals and Supervisors Association.

**Contact: Katrina McCombs, State District Superintendent
(856) 966-2000
kmccombs@camden.k12.nj.us**

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions in the New Jersey Department of Personnel, Office of Administrative Law, Merit System Board and New Jersey Public Employee Relations Office; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division

on Civil Rights. The firm has also acted as liaison on behalf of the District with State officials regarding the oversight and operation of the school district.

52. Camden County College
Blackwood, New Jersey 08012

(2008–Present) Special and Labor Counsel. IUE; NJEA; AFT

Contact: Karl N. McConnell, Esquire, General Counsel
(856) 374-4860
kmcconnell@camdencc.edu

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions in the New Jersey Department of Personnel, Office of Administrative Law, Merit System Board and New Jersey Public Employee Relations Commission; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights.

53. The Board of Education of the Special Services School District and Vocational School District of the County of Gloucester
1360 Tanyard Road, P.O. Box 800
Sewell, New Jersey 08080

(2000-Present) Special Labor and Litigation Counsel (Glo. Cty Voc. Tech. Supervisors and Principals Assoc., NJEA).

Contact: Michael Dicken, Superintendent
(856) 468-1445
mdicken@gcecnj.org

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions in the New Jersey Department of Personnel, Office of Administrative Law, Merit System Board and New Jersey Public Employee Relations Office; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights. The firm handles employment related litigation.

54. Gloucester Township Board of Education

17 Erial Road
Blackwood, NJ 08012

(2010-Present) Special Conflicts Counsel.

Contact: Thomas D. Seddon, Superintendent
(856) 227-1400
TSeddon@gloucester.k12.nj.us

As Special Conflicts Counsel, we perform a variety of litigation tasks including counseling and defense of issues related to complex civil litigation.

55. Rowan College South Jersey

Sewell, New Jersey 08080

(2010 – Present) Special and Labor Counsel

Contact: Dominic Burzichelli, Vice President & Chief Operating Officer
(856) 415-2292

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; negotiation of collective bargaining agreements with various unions and other matters as assigned.

56. Atlantic City Board of Education

Atlantic City, NJ

(2016-Present) Labor Counsel, NJEA; PSA, Head Custodians; Director's Unit

Contact: Celeste Ricketts, Business Administrator
(609) 343-7200 ext. 5020

As labor counsel we are chief negotiator for their collective bargaining agreements. We also provide counseling and advice as assigned.

57. The Board of Education of the City of Margate

Margate, NJ

(2019-Present) Labor Counsel. NJEA.

Contact: Jennifer Germana, Business Administrator
(609) 822-1447 ext. 365

As labor counsel we are chief negotiator for their collective bargaining agreements. We

also provide counseling and advice as assigned.

58. Camden County Technical and Vocational School District

343 Berlin-Cross Keys Road
Sicklerville, New Jersey 08081-4000

(2013-Present) Labor Counsel. NJEA; AFSCME; NJPSA; AFT

**Contact: Patricia Fitzgerald, Superintendent
(856) 767-7000**

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; negotiation of collective bargaining agreements with various unions and other matters as assigned.

59. New Jersey Housing Authority

(Nov. 2018 – Present) Defense Attorney

**Contact: Amy Shotmeyer, Esquire
(201) 347-2166**

This firm serves as a member of the defense panel for the New Jersey Housing Authority.

60. Housing Authority of the Borough of Glassboro

737 Lincoln Boulevard
Glassboro, New Jersey 08028

(2006-Present) General Counsel. CWA, Local 1085

**Contact: Kimberly Gober, Executive Director
(856) 845-4959 ext. 232
kgober@hagc.org**

Brown & Connery, LLP currently serves as the Solicitor for the Glassboro Housing Authority (“Authority”) The firm attends monthly Commissioner meetings and provides general legal assistance and opinions on various issues that arise with the Authority including compliance with the Open Public Meetings Act, review of requests for proposals, and all labor related matters, including employee discipline and contract negotiations.

61. Housing Authority for the City of Vineland

191 W. Chestnut Avenue
Vineland, New Jersey 08360

(2012-Present) Labor Counsel. CWA, Local 1085

**Contact: Jacqueline Jones, Executive Director
(856) 881-5211
jjones@vha.org**

Brown & Connery, LLP serves as the special labor counsel for the Vineland Housing Authority (“Authority”). The firm provides legal assistance and opinions on various labor related matters, including collective bargaining agreement negotiations with the CWA.

62. Housing Authority for the City of Camden

2021 Watson Street, 2nd Floor
Camden, New Jersey 08105-1866

(2019 – Present) Labor and Employment Counsel.

**Contact: Sadyhe T. Bradley, Esquire
(856) 968-2700**

The firm serves as labor and employment counsel for the authority. The firm provides assistance as needed as well as defense of litigation matters that arise within the employment area in both state and federal court. Further, we deal with collective bargaining agreements and provides support and guidance with policies and related HUD concerns as requested by the client.

63. Housing Authority for the City of Long Branch

2 Hope Lane
Long Branch, New Jersey 07740

(2019 - present) Harassment Prevention Training and counseling.

**Contact: Gloria Wright, Executive Director
(732) 222-3747 x124**

Brown & Connery, LLP provided harassment training for all employees of the LBHA as well as for the Commissioners. The firm provides additional counsel and support as requested by the client as well as advising on matters dealing with the New Jersey Division on Civil Rights.

VII. FEES

Brown & Connery is committed to the delivery of the finest quality legal services to our clients. Our law firm is also committed to improving the quality of life in the community in which we live and work -- including improving the level of government services. Brown & Connery would like to assist in the efficient and economic delivery of services. We recognize that local governments and institutions have limited resources and are faced with increasing demand for services. Brown & Connery has, in its prior representation of similar entities, provided its legal services at fee levels that are far less than those usually charged to private and corporate clients.

The firm proposes an hourly rate of **\$210.00 for all attorneys, \$105.00 per hour for paralegals and law clerks and \$130.00 per hour for technology assistants. To the extent any matter handled by the firm is covered by an insurance agreement, the firm will accept those rates determined by the insurer.**

Billable time would include reasonable time spent in all aspects of client representation, including, but not limited to, telephone conversations, drafting and review of correspondence and other documents, conferences, preparation for and attendance at grievances, mediations, arbitrations, depositions and court hearings, legal research and travel (after getting approval). Secretary time and word processors time would not be billed.

Reasonable expenses incurred in connection with professional services on your behalf would also be billed, including, but not limited to the expense of postage, filing fees, service of process, long distance telephone charges, computer-assisted research, copying and facsimile charges, expert and consulting fees.

Our invoices are itemized by date, name of professional, description of service and number of hours, and type and amount of disbursement. Invoices are issued monthly and payment is due within thirty days.

VIII. MISCELLANEOUS DOCUMENTS AND INFORMATION

Additional documents are attached as **Exhibit B**.

The firm is not presently aware of any conflict of interest or potential conflict of interest related to the proposed work.

Respectfully submitted,

BROWN & CONNERY, LLP



Louis R. Lessig, Partner

EXHIBIT A

BROWN & CONNERY, LLP



William F. Cook

Position: Partner

**Address: 360 Haddon Avenue,
P.O. Box 539, Westmont, New Jersey 08108**

Phone: (856) 854-8900

Facsimile: (856) 858-4967

E-mail: wcook@brownconnery.com

William F. Cook is a partner with the firm and he concentrates his practice in civil trial and appellate litigation in various areas, including civil rights and discrimination, municipal liability, insurance coverage, commercial litigation, and employment-related claims. He has represented individuals as well as private and public entity clients, including professionals, police officers, police departments, municipal and county governments, political subdivisions, and businesses. He has successfully litigated claims related to sexual harassment, unlawful discrimination, disability discrimination, whistleblowing and retaliation.

Prior to joining the firm, Mr. Cook served as a judicial law clerk to the Honorable Michael Patrick King, Presiding Judge of the Appellate Division of the New Jersey Superior Court. Mr. Cook also served as a Deputy Attorney General for the Education Section of the Division of Law of the New Jersey Department of Law and Public Safety.

With the Camden County Bar Association, Mr. Cook is also the co-chair of the Employment Law Committee. He also serves on the Committee on Professionalism. Previously, he served as the president of the Young Lawyers Committee. He has moderated and spoken at several seminars. In addition, as chair of the Public Education Committee, he produced and appeared on the Bar Association's weekly television program, "Legally Speaking."

Mr. Cook has served as an adjunct professor of law at Rutgers-Camden Law School in Camden, New Jersey where he teaches New Jersey Practice. The course covers all aspects of civil and appellate practice in the New Jersey court system. He also organizes and speaks at the annual "New Jersey Civil Trial Preparation" seminar for new attorneys.

Mr. Cook graduated summa cum laude and Phi Beta Kappa from the University of Pennsylvania in 2000 with a bachelor's degree in economics and political science. He earned his law degree from the University of Pennsylvania in 2003.

BROWN & CONNERY, LLP

William F. Cook, Esquire (continued....)

Mr. Cook was admitted to practice in New Jersey and Pennsylvania in 2003. He is also admitted to practice in the Supreme Court of the United States, the Third Circuit Court of Appeals, the United States District Court for the District of New Jersey, and the United States District Court for the Eastern District of Pennsylvania. Mr. Cook is a member of the American, the New Jersey, and the Pennsylvania Bar Associations and the American Association for Justice.

BROWN & CONNERY, LLP



Andrew S. Brown

Position: Associate

Address: 360 Haddon Avenue

P.O. Box 539, Westmont, New Jersey 08108

Telephone: (856) 854-8900

Facsimile: (856) 858-4967

E-mail: abrown@brownconnery.com

Andrew S. Brown is an associate with the firm and concentrates his practice in labor and employment and complex civil litigation.

Mr. Brown earned his Bachelor of Arts degree from Fordham University in 2011. He earned his Juris Doctor degree from Rutgers University School of Law in 2015. Mr. Brown served as Associate Articles Editor for the Rutgers Journal of Law and Religion.

Mr. Brown previously served as a judicial law clerk to the Honorable Freda L. Wolfson, United States District for the District of New Jersey and the Honorable Douglas K. Wolfson, New Jersey Superior Court, Law Division, Middlesex County, New Jersey.

Mr. Brown was admitted to practice in New Jersey in 2015. He is also admitted to practice before the United States District Court for the District of New Jersey.

BROWN & CONNERY, LLP

Vincent M. Silvanio



Position: Associate
Address: 360 Haddon Avenue
Westmont, New Jersey 08108
Phone: (856) 854-8900
Facsimile: (856) 858-4967
E-mail: vsilvanio@brownconnery.com

Vincent M. Silvanio is an associate with the firm and concentrates his practice in labor and employment and complex civil litigation.

Mr. Silvanio received his undergraduate degree in Political Science from Barry University in 2017. He earned his law degree in 2020 from Villanova University Charles Widger School of Law. While at Barry University, Mr. Silvanio was a Stamps Leadership Scholar and member of the Honors Program. While at law school, he served as the President of the Justinian Society and the Alumni Chair for the Sports Law Society.

Prior to joining the firm, Mr. Silvanio was a judicial law clerk for the Honorable Judith S. Charny of the Superior Court of New Jersey, Law Division.

Mr. Silvanio was admitted to practice in New Jersey and Pennsylvania in 2021. He is a member of the Philadelphia Bar Association, Camden County Bar Association and Gloucester County Bar Association.

EXHIBIT B

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE

DEPARTMENT OF TREASURY
DIVISION OF REVENUE
PO BOX 282
TRENTON NJ 08646-0252

TAXPAYER NAME:

BROWN & CONNERY, LLP

TRADE NAME:

TAXPAYER IDENTIFICATION#:

210-690-243/0007

SEQUENCE NUMBER:

1092365

ADDRESS:

360 HADDON AVE
WESTMONT NJ 08108

ISSUANCE DATE:

10/06/04

EFFECTIVE DATE:

03/15/97

FORM-BRC(08-01)

This Certificate is NOT assignable or transferable. It must be conspicuously displayed at above address.

Acting Director



EXHIBIT A

MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE N.J.S.A. 10:5-31 et seq. (P.L. 1975, C. 127) N.J.A.C. 17:27

GOODS, PROFESSIONAL SERVICE AND GENERAL SERVICE CONTRACTS

During the performance of this contract, the contractor agrees as follows:

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Except with respect to affectional or sexual orientation and gender identity or expression, the contractor will take affirmative action to ensure that such applicants are recruited and employed, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause.

The contractor or subcontractor, where applicable will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex.

The contractor or subcontractor, where applicable, will send to each labor union or representative or workers with which it has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer advising the labor union or workers' representative of the contractor's commitments under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to N.J.S.A. 10:5-31 et seq., as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to make good faith efforts to employ minority and women workers consistent with the applicable county employment goals established in accordance with N.J.A.C. 17:27-5.2, or a binding determination of the applicable county employment goals determined by the Division, pursuant to N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, labor unions, that it does not discriminate on the basis of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

The contractor or subcontractor agrees to revise any of its testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decisions of the State of New Jersey and as established by applicable Federal law and applicable Federal court decisions.

In conforming with the applicable employment goals, the contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor shall submit to the public agency, after notification of award but prior to execution of a goods and services contract, one of the following three documents:

Letter of Federal Affirmative Action Plan Approval

Certificate of Employee Information Report

Employee Information Report Form AA302

The contractor and its subcontractors shall furnish such reports or other documents to the Div. of Contract Compliance & EEO as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Div. of Contract Compliance & EEO for conducting a compliance investigation pursuant to **Subchapter 10 of the Administrative Code at N.J.A.C. 17:27**.

Certification 12316

CERTIFICATE OF EMPLOYEE INFORMATION REPORT

RENEWAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of **15-AUG-2021** to **15-AUG-2024**

BROWN & CONNERY, LLP
360 HADDON AVENUE BOX 539
WESTMONT NJ 08108



Elizabeth Maher Muoio

ELIZABETH MAHER MUOIO
State Treasurer

