

# **Wayne González Marshall**

*Arbitrator ♦ Mediator*

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## **LABOR RELATIONS AND ARBITRATION EXPERIENCE:**

- Served as Chief Spokesperson in nearly one hundred collective bargaining negotiations.
- Managed over one hundred labor arbitration cases in the public and private sector.
- Handled and processed hundreds of grievances covering all subjects of collective bargaining.
- Presented dozens of labor relations disputes before state and federal mediators.
- Filed over one hundred complaints and petitions with the State Board of Labor Relations and the National Labor Relations Board.
- Adjunct Instructor for the Labor Education Center at the University of Connecticut.

## **EXPERIENCE WITH THESE INDUSTRIES, AGENCIES AND PROFESSIONS:**

Administrative and Clerical, Animal Control, Attorneys, Boards of Education, Child Protective Services, Custodians, Engineers, Fire Marshals, Food Service, Group Homes, Healthcare, Health Departments, Housing Authorities, Information Technology, Instructional Assistants, Interpreters for the Deaf, Juvenile Detention, Law Enforcement, Librarians, Maintenance, Manufacturing, Municipal Government, Nonprofit Agencies, Nurses, Nursing Homes, Paraprofessionals, Parks and Recreation, Professional Employees, Public Safety Dispatchers, Public Works, Retail, Senior Centers, Social Workers, Supervisors, School Security, Social and Human Services, State Government (Executive and Judicial Branches), Union Field Staff, Transportation and Bus Drivers, Utility Districts, Water and Wastewater Treatment.

## **EXPERIENCE WITH THESE ISSUES:**

Absenteeism, Arbitrability, Bargaining Unit Work, Bidding, Bulletin Boards, Bumping Rights, Compensation, Classifications, Collyer, Contracting Out, Contract Interpretation, Demotions, Disability, Discharge, Discipline, Discrimination, Drugs and Alcohol, Drug Testing, Employee Theft, Falsification of Job Application, Firearms, FMLA, FLSA, Fringe Benefits, Garrity, Grievance Procedure, Harassment, Health Insurance, Holidays and Holiday Pay, Hours of Work, Insubordination, Job Performance, Job Posting, Just Cause, Layoffs and Recall, Leaves of Absence, Life Insurance, Loudermill, Management Rights, Meal Periods, Merit Pay and Bonuses, Off-duty Conduct, Overtime, Past Practice, Pensions, Personal days, Personnel Policies, Prohibited Practices, Promotions, Protected Activity, Reduction of the Workforce, Retaliation, Right to Information, Safety and Health, Seniority, Sexual Harassment, Shift Assignments, Shift Differential, Stewards, Subcontracting, Subjects of Bargaining, Shoe Allowance, Tardiness, Unfair Labor Practices, Uniforms, Union Security, Vacations, Wages, Wash-up Time, Weingarten, Workers' Compensation, Work Rules.

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## **PROFESSIONAL HISTORY (1982 – Present):**

- Arbitrator & Mediator – Self-Employed
- Staff Representative – AFSCME Connecticut Council 4
- Education Coordinator – AFSCME Connecticut Council 4
- President – Association of Council 4 Employees (ACES)
- Vice President – Association of Council 4 Employees (ACES)
- Chief Steward – AFSCME Local 2663
- Negotiating Committee – AFSCME Local 2663
- Adjunct Instructor – University of Connecticut Labor Education Center
- Liaison to Organized Labor - Connecticut Congresswoman Rosa DeLauro
- Union Delegate - New England Healthcare Workers Union, SEIU Local 1199
- Negotiating Committee – International Association of Machinists Local 609
- Shop Steward – International Association of Machinists Local 609
- Negotiating Committee – United Food and Commercial Workers Local 888
- Shop Steward – United Food and Commercial Workers Local 888
- Labor-Management Committee – UFCW Local 888 and Caldor, Inc.

## **EDUCATION AND TRAINING:**

- BS, Human Services (Concentration in Labor Relations), Springfield College
- Certificate, Labor Relations-Collective Bargaining, Cornell University
- Certificate, Mediation, University of Connecticut
- Labor Arbitration Conference, University of Rhode Island
- Certificate, Program on Negotiation, Harvard Law School
- Labor Arbitration Course, Cornell University
- Certificate, Labor Arbitration, American Arbitration Association
- Certificate, Becoming a Labor Arbitrator, Federal Mediation and Conciliation Service

## **PROFESSIONAL ASSOCIATIONS:**

- Labor and Employment Relations Association (LERA)
- The Labor Guild of Boston