

**TESTIMONY OF GLENN POWELL – RE-APPOINTMENT TO DEPARTMENT
OF EDUCATION, NEUTRAL LABOR ARBITRATOR POSITION**

Senator Duff, Representative Janowski, Senator Kane, Representative Buck-Taylor and members of the Executive and Legislative Nominations Committee. My name is Glenn Powell and it is an honor and a privilege to be nominated by Governor Dannel P. Malloy for re-appointment as a Neutral Labor Arbitrator for the Department of Education.

I want to express my sincere thanks to the Committee for the opportunity to appear before you to speak to my desire to continue to serve as a Neutral Labor Arbitrator.

I was born in Queens, New York. I grew up and attended public schools in Levittown, New York. I graduated from General Douglas MacArthur High School in 1971 as the valedictorian of a class of over 500. I then attended Hofstra University on a full academic scholarship, where I majored in both mathematics and economics, was selected the most outstanding mathematics student in my graduating class, was selected to Phi Beta Kappa and graduated magna cum laude in 1975. I played four (4) years of varsity soccer for the University, held 2-3 part time jobs while attending class and worked full-time during summer breaks. I then attended and graduated from Cornell Law School in 1978.

After law school graduation, I relocated to Hartford, CT to work in Aetna's Law Department. I worked in-house for Aetna for the first 13 + years of my legal career, achieving the position of Counsel. I spent most of my career at Aetna as a labor and employment lawyer.

I have been in private practice since 1992, focusing on labor and employment law, employment arbitration and employment mediation. I have worked as a solo, as a partner at the law firm of Mayo Gilligan & Zito and since 2004, as a solo labor and employment

lawyer and ADR practitioner. I belong to the Labor & Employment Law Section of the CBA and was a member of that section's Executive Committee from 2009 through 2013.

In addition, I have been an employment arbitrator for the American Arbitration Association since 1995. In October, 2014, I was appointed to the Panel of Arbitrators and to the Panel of Mediators for the Electric Boat Voluntary Dispute Resolution Program. I also serve as a private employment mediator of disputes involving other employers. In addition to serving as a paid mediator, I do pro bono mediations as a special mediator for the Connecticut Commission on Human Rights and Opportunities (CHRO). I have served as a CHRO special mediator since February, 2012.

I have lived in Connecticut since 1978. Collinsville, CT has been my home since 2000. I live with my wife Sylvia, who is the Public Relations Officer for Canton's Volunteer Fire & EMS Department and a retired firefighter. Sylvia also serves as a Public Member of the state Psychiatric Security Review Board. I am a former member of the Canton Parks and Recreation Commission and the Canton Chamber of Commerce Board of Directors. Since May, 2011, I have been the Treasurer of the Maxwell Shepherd Memorial Arts Fund, a small, non-profit arts organization created in the memory of University of Connecticut Professor Emeritus Maxwell Shepherd. The Shepherd Fund sponsors and organizes free classical music and other concerts and other arts events in the Canton, CT area. Sylvia and I have one dog, are active in the local arts community and enjoy snow shoeing, kayaking and other outdoor exercise activities.

I believe my prior work experience as a labor and employment lawyer, employment arbitrator and employment mediator continues to makes me well qualified for the Neutral Labor Arbitrator position. I have twenty-one (21) years of employment and contract arbitration experience. I have been a single arbitrator solely responsible for handling all procedural aspects of arbitrations, conducting hearings and writing comprehensive awards within strict time deadlines. I also have acted as a member of three arbitrator panels. I am well versed in arbitrator ethics and understand the limits of arbitrator authority.

As an arbitrator, mediator and lawyer, I have handled a wide variety of labor and employment law matters. I have always viewed the disputes I have handled as problems requiring effective solutions. As an arbitrator, my strengths include: carefully reviewing and evaluating evidence (including financial information) and other information that is submitted to me; asking appropriate follow-up questions intended to clarify or further develop existing issues; carefully listening to and critically evaluating advocate arguments; and reaching sound conclusions based on the information and arguments presented and the contractual and legal principles that apply to the issues in dispute.

1. I am interested in continuing to serve as a Neutral Labor Arbitrator because doing so will give me the opportunity to use my legal and ADR skills constructively to resolve disputes on topics (wages, benefits, other terms of employment) about which I am very familiar in a field that plays a valuable and vital role in the development of Connecticut's children. In addition, I am a great believer in and supporter of the arbitration process as a mechanism for expeditiously and cost-effectively resolving employment-related disputes.

I also am interested in the Neutral Labor Arbitrator position because working in this position, combined with my work as a mediator for the CHRO, will continue to allow me to give back to the state I have called home for 38 years in two very important areas; namely, public education and equal employment opportunity.

As a public school student, I benefitted from having committed and talented teachers and a wide variety of college level courses available to me and my classmates. I want Connecticut's public school students to also be the beneficiaries of committed, talented teachers and varied course offerings. I also believe the teaching profession is an important profession and that effective teachers should be rewarded appropriately. I also recognize that Connecticut municipalities and the state itself have significant financial constraints which present challenges to our ability to effectively educate our students and reward our teachers. As a Neutral Labor Arbitrator, I look forward to weighing all of the

competing interests (such as the interests of school children and the general public and the financial priorities, commitments and capabilities of local towns) and making decisions that best serve those various interests from an overall perspective.

In summary, I am honored to be nominated for re-appointment to the Neutral Labor Arbitrator position by Governor Malloy. I believe my work background and experience, my approach to dispute resolution and my temperament make me well qualified for the position. In addition, my educational experiences, support of public education, belief in binding arbitration as an effective tool and knowledge of the arbitration process also will allow me to handle cases that come before me with great interest, enthusiasm and integrity.

Once again, I want to thank the Committee's leadership and all members of the Committee for giving me the opportunity to speak before you today. I will be glad to answer any questions you may have.