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FN-13104 MN-13104 LN-13104, Esq.

New Haven, Connecticut



Current Employer-Title	Garrison, Levin-Epstein, Fitzgerald & Pirrotti, P.C. – Managing Shareholder
Profession	Attorney
Work History	Managing Shareholder/Managing Partner/Partner, Garrison Levin-Epstein Fitzgerald & Pirrotti P.C., 1974 – Present; Staff Attorney, New Haven Legal Assistance Association, 1971 – 1974.
Experience	Approximately 43 years in civil litigation, specializing for the last 40 years in all aspects of employment law. Tried approximately 45-50 cases to conclusion in both state and federal courts. 95% of practice involves representing employees. Arbitrated approximately 45 cases to conclusion as advocate. Class action experience includes sex, race and age discrimination claims; ERISA and severance pay claims; and FLSA individual and collective claims.
Mediator Experience	Mediated all types of employment disputes, including more than 25 race, gender, disability, age and national origin discrimination cases. Has mediated more than 10 sexual harassment cases. In addition, has mediated more than 35 claims involving contract issues, such as severance, commission and/or bonus claims or contract interpretation matters. Has mediated approximately 10 partnership and other small business disputes, as well as cases involving fiduciary duties and those where parties were attorneys or physicians. Has mediated approximately 20 cases where non-competition or non-solicit issues have been significant. Lastly, has mediated approximately 10 other kinds of employment disputes, involving statutory claims such as free speech, ERISA and wage and hour matters. Basically, experience and expertise includes all areas of employment law and litigation.
Representative Issues Handled as a Mediator	Contractual issues include matters involving just cause, good reason, bonus or commission entitlements or other areas of contract interpretation. Partnership (generally with attorney or physician parties) matters have required interpretation of partnership agreements and documents, and analysis of numerous internal and external issues important to both the remaining and new entities. Issues in discrimination cases have included presence or absence of adverse actions, whether others were similarly situated, causal relationships, evaluation of witness or potential witness testimony, availability of certain damages, mitigation issues, reasonable accommodation. Issues in sexual harassment cases have been similar to those in discrimination cases. Non-competition and non-solicitation cases have involved analysis of interest of both parties and practical resolution of those issues.

Mediator Style & Process Preferences	My very substantial litigation experience has convinced me that mediation is a more sensible way than litigation to resolve business problems, which include employment disputes. I have personally experienced most of the issues which arise for parties in litigation, and believe I am credibly able to convey the risks of allowing an outside person or group (arbitrator, Judge or jury) to decide the resolution of a matter which intelligent parties can better resolve themselves. My mediation style is flexlbie. Although I somewhat prefer the facilitative process, I am comfortable with evaluative mediation as my experience in ligation and trials allows me to evaluate the legal and factual merits of cases. I expect parties who have requested mediation to be willing to compromise and I make that expectation clear. I prefer to involve both attorneys and clients in efforts to resolve cases. I believe I am able, generally, to suggest creative alternatives to parties who might otherwise reach an empassé in negotiations.
Education	Cornell University (JD-1968); Wesleyan University (BA-1965).
Professional Licenses	Admitted to the Bar: Connecticut, 1968; U.S. District Court: District of Connecticut, 1970; U.S. Court of Appeals: Second Circuit, 1973; U.S. Supreme Court, 1974.
Professional Associations	American Bar Association (Labor and Employment Section, Council Member, ADR Committee, Past Co-Chair; EEO Committee, Litigation Section; Torts and Insurance Section); National Employment Lawyers Association (Board of Directors, Past President); Connecticut Trial Lawyers Association (Board of Governors); Connecticut Bar Association (ADR Committee); Connecticut Bar Foundation; College of Labor and Employment Lawyers (Board of Governors; Past President); American Board of Trial Advocates; American Arbitration Association (Board of Directors, Executive Committee); American College of Trial Lawyers, American Law Institute; National Association of Distinguished Neutrals.
Recent Publications & Speaking Engagements	Reviewer, HOW ADR WORKS, BNA, 2003; Contributing editor, EMPLOYMENT DISCRIMINATION, Third Edition, BNA, 1996; "Employee Rights", chapter, Matthew Bender; chapter, MEDIATION PRACTICE BOOK, LawFirst, 2002; numerous seminar papers for NELA, ABA National Institutes, and variety of private CLE providers.
Locations Where Parties Will Not be Charged for Travel Expenses	Connecticut.
Mediation Rate	\$3,500 Per Day
Languages	English
Citizenship	United States of America
Locale	New Haven, CT

The AAA's Rules provide the AAA with the authority to administer a mediation including, mediator appointment, general oversight and billing. Accordingly, mediations that proceed without AAA administration are not considered AAA mediations, even when the parties select an mediator who is on the AAA's Roster.

The information contained in this resume has been supplied solely by the individual mediator and may, or may not, be a complete recitation of their experience. The AAA assumes no responsibility for the content, completeness, accuracy, or reliability of the information contained in a mediator's resume. If you have any questions about a mediator's experience or background, you are encouraged to contact your case manager.

Mediators on the AAA Roster are not employees or agents of the AAA.