



Edward R. Mitnick
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EDUCATION

SUFFOLK UNIVERSITY LAW SCHOOL, Boston, MA

J.D., *cum laude*, June 1984

Honors: Managing Editor, *Transnational Law Journal*; Dean's List; Phi Delta Phi Honor Society

STATE UNIVERSITY OF NEW YORK AT STONY BROOK, Stony Brook, NY

Bachelor of Arts, Political Science, May 1981

PROFESSIONAL EXPERIENCE

BRODEUR-McGAN, P.C., Springfield, MA

Of Counsel

Senior attorney in labor and employment practice. Perform wide variety of legal services including representing clients in administrative proceedings, arbitrations, and civil actions in federal and state courts. Responsible for investigating complaints, drafting and negotiating employment and labor contracts, and advising clients on all aspects of employment-related legal issues, including contract administration and discipline matters. *2005 – present.*

JUST TRAINING SOLUTIONS, LLC, Springfield, MA

Executive Director

Founder and principal of labor and employment consulting firm providing legal training and investigative services to businesses, non-profit entities, government agencies, colleges, municipalities, labor organizations, and individuals. Web site: www.justtrainingsolutions.com. *December 2001 to present.*

MORGAN, LEWIS, & BOCKIUS, LLP, Philadelphia, PA

Training Consultant

Provide training to companies throughout the United States on a full range of labor and employment legal issues as a contracted consultant with Morgan Lewis Resources. Training subjects include: Harassment and Discrimination Prevention, EEO, Diversity, ADA/FMLA, Maintaining Positive Employee Relations, Managing within the Law, and Performance Management. Employers come from a wide-variety of industries, including: pharmaceutical, financial services, transportation, manufacturing, shipping, high-tech, and retail. *June 2005 to present.*

MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION, Boston, MA
Hearing Officer

Conduct public hearings and write decisions for state administrative agency responsible for enforcing and adjudicating federal and state anti-discrimination laws. Responsibilities include conducting pre-hearing and certification conferences, mediation and conciliation sessions, and motion hearings. *March 2000 to December 2006.*

SEYFARTH SHAW, LLP, Chicago, IL

Training Consultant

Provided training to companies throughout the United States on a variety of labor and employment legal issues as a contracted consultant with Seyfarth Shaw at Work. Training included implementation of an EEOC approved Harassment and Discrimination Prevention training for large domestic automotive manufacturer. Training subjects also included: Diversity, ADA/FMLA, and Performance Management. *June 2001 to March 2004.*

SHERIDAN & SHERIDAN, South Hadley, MA

Attorney

Member of labor and employment law firm. Represented companies, public entities, municipalities, and individuals in administrative proceedings, arbitrations, and civil actions in federal and state courts. Responsible for investigating complaints, drafting and negotiating employment and labor contracts, and advising employers on contract administration and discipline matters. Represented clients before Equal Employment Opportunity Commission, Massachusetts Commission Against Discrimination, Massachusetts Labor Relations Commission, National Labor Relations Board, Massachusetts Department of Employment and Training, US Department of Labor, and Connecticut Department of Labor. Drafted policies and provided training sessions on discrimination prevention, sexual harassment, drug abuse and alcoholism, and related employment issues. *December 1995 to March 2000.*

CITY OF HOLYOKE, Holyoke, MA

City Solicitor

Chief administrative officer in municipal law department. Appointed by the mayor with the approval of the city council. Pursuant to city charter, authorized to perform all legal services on behalf of the city and responsible for the disposition of all claims and court proceedings. Provided counsel and written legal opinions regarding municipal affairs to elected and appointed officers. Litigated wide variety of civil cases in federal and state courts, and administrative agencies. Represented city in all contract, labor, and administrative matters including collective bargaining negotiations, arbitrations, and mediations. Oversaw investigations of discrimination and civil rights complaints. Provided training sessions on sexual harassment and other employment and labor related issues. *November 1992 to February 1996.*

First Assistant City Solicitor

Senior litigation and managing attorney, reporting directly to the City Solicitor. Litigated wide variety of cases in federal and state courts including: discrimination, civil rights,

personal injury, eminent domain, zoning and labor relations actions. Argued cases before the Massachusetts Supreme Judicial Court and Appeals Court. Represented city in collective bargaining sessions, arbitrations, and proceedings before the Labor Relations Commission and Civil Service Commission. Investigated discrimination and civil rights complaints. Responsible for overall office management and supervision of attorneys and staff. Drafted and reviewed contracts, CDBG grants, ordinances, acts of special legislation, opinions, leases and real estate agreements. *April 1990 to November 1992.*

DONAHUE & CROSS, Springfield, MA

Associate

Litigation attorney in general practice. Responsible for preparation and trial of criminal and civil actions in state and federal courts. Handled arbitrations, zoning appeals, administrative law appeals, divorce and guardianship proceedings, real estate closings, and Appellate Tax Board cases. *August 1989 to April 1990.*

BENNINGTON COLLEGE, Bennington, VT

Faculty, The Bennington July Program

Taught intensive course on the introduction to the study of law and the American legal system to high school students. The course included the development of advocacy skills and an introduction to an analysis of U.S. Supreme Court decisions on student rights, privacy and abortion, insanity, capital punishment, due process and equal protection. *July 1989 and July 1990.*

WESTERN NEW ENGLAND COLLEGE, SCHOOL OF LAW, Springfield, MA

Teaching Fellow

Taught Comparative Law and Lawyering Process courses. Comparative Law course focused on contemporary western legal traditions and characteristics of civil law, common law, and socialist law systems through structural, process oriented, philosophical and historical perspectives. Lawyering Process is a required first-year course on legal research methodology, memoranda and brief writing, issue analysis, oral advocacy and computer assisted research. Responsibilities included developing and reviewing legal writing assignments, preparing moot court writing and oral advocacy project, and judging oral arguments. *August 1987 to July 1989*

LAW OFFICES OF NATHAN & PASQUINA, Salem, MA

Associate

Performed all phases of civil litigation including: drafting pleadings, depositions, negotiating settlements, arbitrations and trials in Superior and District courts. Researched and wrote appellate briefs. Practice concentrated in personal injury, consumer protection and civil litigation. Also, appointed counsel in District Court civil commitment session held at Danvers State Hospital and guardianship proceedings in Probate Court. *April 1985 to June 1987.*

ADVOKATFIRMAET O. BONDO SVANE, Copenhagen, Denmark

Legal Intern

Worked in international law firm as part of post-graduate legal program sponsored by the University of the Pacific, McGeorge School of Law. Assisted in management and dissolution of large corporate bankruptcy estate. Analyzed litigation in US courts involving Danish companies. Edited publication, *Legal Aspects of Doing Business in Europe* (vol. 2, 1985). *September to December 1984.*

MEDIATION & ARBITRATION PANELS

Federal Mediation and Conciliation Service
ADR/Equimar, Inc.
Quabbin Mediation
Hampden County Bar Association
Hampshire County Bar Association

ASSOCIATIONS & BAR MEMBERSHIPS

Supreme Judicial Court of Massachusetts (January 1985).
United States District Court for Massachusetts (October 1985)
Association for Conflict Resolution
Massachusetts Bar Association
Massachusetts Association of School Committees
Massachusetts Law Review, Editorial Board (1989-1993)
Belchertown School Committee, Town of Belchertown (1995-2002)

PRESENTATIONS AND LECTURES

Faculty, Discrimination Prevention Training Program, Preventing Harassment in the Workplace, MCAD, March 14, 2007

Faculty, Discrimination Prevention Training Program, Preventing Discrimination in the Workplace, MCAD, February 15, 2007

Faculty, Discrimination Prevention Training Program, Preventing Harassment in the Workplace, MCAD/MCLE, May 2, 2006

Faculty, Discrimination Prevention Training Program, Preventing Discrimination in the Workplace, MCAD/MCLE, April 5, 2006

Lecturer, 8th Annual Employment Law Conference 2005, Tips from the MCAD, MCLE, December 7, 2005

Faculty, Discrimination Prevention Training Program, Conducting Internal Discrimination Complaint Investigations, MCAD/MCLE, June 2, 2005

Faculty, Discrimination Prevention Train-the-Trainer Program, Preventing

Discrimination in the Workplace, MCAD/MCLE, April 8, 2005

Faculty, Housing Discrimination Prevention Train-the-Trainer Program, MCAD, September 23, 2004

Faculty, Discrimination Prevention Training Program, Conducting Internal Discrimination Complaint Investigations, MCAD/MCLE, May 4, 2004

Faculty, Discrimination Prevention Training Program, Refresher Course, MCAD/MCLE, April 8, 2004

Faculty, Discrimination Prevention Training Program, Preventing Discrimination in the Workplace, MCAD/MCLE, February 4, 2004

Faculty, Discrimination Prevention Training Program, Preventing Harassment in the Workplace, MCAD/MCLE, March 4, 2003