

**THADD A. GNOCCHI, ESQ.**

**Email:** thaddgnocchi@yahoo.com

**Present Occupation:** Arbitrator

**Business Address:**

114 South Farms Drive  
Manchester, Connecticut 06040  
Phone: (860) 533-9002

**PROFESSIONAL AFFILIATIONS:**

American Bar Association Labor and Employment Section and Dispute Resolution Section  
Connecticut Bar Association Labor and Employment Section

**EDUCATION:**

JD Law University of Connecticut, 1975  
BA History College of the Holy Cross, 1972

**CERTIFICATIONS:**

Law Connecticut 1975  
Law U.S. District Court (1976), Second Circuit (1976), and Supreme Court (1980)

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

**2010-Present:** Arbitrator. I have presided in over 150 grievance arbitrations in public and private sector cases. I have rendered binding awards in cases concerning discharge, discipline, contract interpretation and other issues. (See the detailed statement below.) Copies of awards are available upon request. **1980-2009:** State of Connecticut Assistant Attorney General. I worked in the labor relations department of the office of the attorney general. I represented labor relations clients in state and federal litigation including appeals and administrative hearings. Issues addressed include arbitration, collective bargaining, contracts, civil rights, discrimination (ADA, ADEA, and Title VII), drug testing, Family Medical Leave Act, retirement, unemployment compensation, wages, and workers' compensation.

**INDUSTRIES:**

Education, Office Workers/Clerical, Police and Fire, Restaurants, Trucking and Storage, and Utilities.

**ISSUES:**

Absenteeism; Bargaining Unit Work; Conduct; Discipline (Non-Discharge); Discipline (Discharge); Drug/Alcohol Offenses; Fringe Benefits: Insurance, Leave, Vacation; Job Performance; Layoffs/Bumping Recall; Management Rights; Past Practices; Pension and Welfare Plans; Promotion; Retirement; Safety/Health Conditions; Seniority; Wages: Overtime Pay, Severance Pay, Vacation Pay; and Work Hours/Scheduled Assignments.

**ARBITRATION ROSTERS:**

American Arbitration Association  
Connecticut State Board of Mediation and Arbitration  
Federal Mediation and Conciliation Service  
National Mediation Board

**PUBLISHED CASES:**

134 LA 317 (2014), 132 LA 1257 (2014), 131 LA 876 (2013), 131 LA 578 (2010)

**THADD A. GNOCCHI, ESQ.**

**FEES:**

**PER DIEM FEE:** \$1,100; **DOCKETING FEE:** \$0; **CANCELLATION FEE:** See below

**Grievance Arbitration:** I charge \$1,100 for each day or any part thereof spent hearing a case. I charge \$1,100 for each day spent in the preparation of the opinion and award. The charge will be prorated for partial days devoted to such preparation.

**Cancellation Policy:** I charge a fee of \$1,100 unless I receive notice of a postponement or a cancellation fourteen calendar days before the hearing date.

**Travel Time:** I charge an additional pro rata fee of \$137.50 per hour for time spent in excess of eight hours per day representing hearing and travel time. I charge the pro rata fee of \$137.50 per hour for time spent in travel other than on the day of a hearing if required.

**Expenses:** I charge the actual cost of reasonable expenses including airfare and car rental if required. Car mileage is charged at the IRS rate. Food and lodging is charged if an overnight stay is required. I do not charge for clerical assistance.

May 2015