

Janis C. Jerman

JCJ Strategy LLC

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(860) 518-5656 Janis@JJerman.com

Neutral arbitrator with experience as sole arbitrator and on tripartite panels; available for in-person and Zoom hearings. Experience includes public and private sector labor and employment, education, contract, personal injury, and consumer protection.

Current Rosters:

National Mediation Board Arbitration panel

Labor Relations Connection

Connecticut State Board of Mediation & Arbitration

- Grievance Arbitration
- Interest Arbitration

Connecticut Department of Education

- Interest Arbitration
- Due Process Special Education Hearing Officer
- School Accommodations Hearing Officer
- UAPA Proceedings Hearing Officer (declaratory rulings, unit clarification petitions, revocation or denial of educator certificates and permits)

Connecticut Technical Education and Career System Expulsion Hearing Officer

Connecticut Department of Consumer Protection Hearing Officer

PROFESSIONAL EXPERIENCE

JCJ Strategy LLC, New Britain, CT

Neutral Arbitrator/Hearing Officer (1995-present)

Self-employed neutral arbitrator and hearing officer providing services to public agencies and private parties.

EMPLOYEE FAMILY PROTECTION, INC., Glastonbury, CT - *National, privately held entrepreneurial employee benefits communication, education, and enrollment firm for government, unions, and private corporations.*

Chief Compliance & Communications Officer (2014-2020)

Chief Operating Officer (2011-2014)

CONNECTICUT BAR ASSOCIATION, INC., New Britain, CT - *Non-profit voluntary membership association for lawyers.*

Associate Executive Director (2006-2009)

Director of Administration & Finance (2001-2006)

LAW OFFICE OF JANIS C. JERMAN, Hartford, CT - *Private law practice*

Attorney (1993-2001)

Solo practitioner with successful labor and employment law practice primarily representing employees in discrimination, employment contract, and statutory benefits cases. Collaborated on a contract basis with lawyers on variety of legal matters, including public and private sector labor law, and representation in administrative hearings.

EDUCATION

Juris Doctorate, University of Connecticut School of Law
Bachelors' Degree in Psychology, Purdue University

LICENSES

Admitted to practice law in Connecticut state courts and U.S. District Court for the District of Connecticut

FEES, EXPENSES, CANCELLATION

Fee: \$1,600 per diem (up to 8 hours) for hearing. Research, writing, ruling on motions, preparation of award, and travel time billed at \$200 per hour.

Cancellation: One day per diem fee charged for notice of cancellation less than fourteen calendar days in advance. Cancellation notice must be in writing.

Expenses: Reasonable and necessary expenses, including travel, are billed as incurred. No charge for administrative overhead.

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