

**Janis C. Jerman**  
JCJ Strategy LLC  
PO Box 2151, New Britain, CT 06050  
(860) 518-5656 [Janis@JJerman.com](mailto: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

Massachusetts Department of Labor Panel

**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). Daily hours in excess of eight, research, writing, ruling on motions, and preparation of award, billed at \$200 per hour.

Travel: No charge for travel time within the State of Connecticut. Out-of-state travel billed at \$100 per hour based on actual travel time.

Cancellation: One day per diem fee charged for notice of cancellation seven calendar days or less in advance. Fee of \$900 charged for notice of cancellation eight to fourteen days in advance. Cancellation notice must be in writing.

Expenses: Reasonable and necessary expenses, including travel, are billed as incurred based on actual cost without markup. No charge for administrative overhead.

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