

KATIE ROSEN

Email: KatieRosenArb@gmail.com

City, State: Norwalk, CT 06852

Present Occupation: Arbitrator & Mediator

PROFESSIONAL SUMMARY: Labor arbitrator and mediator with over 17 years of collective bargaining and grievance experience in the private/public sectors in the healthcare, public safety and transportation industries.

ISSUES: Absenteeism/Attendance, Arbitrability, Bargaining Unit Work, Benefits, Contract Interpretation/Application, Demotion, Discipline, Discrimination, Drug/Alcohol Testing, FLSA, FMLA, Hiring Practices, Holidays, Incentive Pay, Insurance, Job Classification, Job Performance, Job Posting/Bidding/Transfers, Layoffs/Bumping/Recall, Leaves of Absence, Management Rights, Past Practices, Promotions, Overtime Pay, Retirement, Scheduling, Safety/Health Conditions, Seniority, Sexual Harassment, Subcontracting, Tenure/Reappointment, Vacation, Union Excused Time, Work Hours/Scheduling/Assignments, Working Conditions

INDUSTRIES/SECTORS: Building Trades, Education, Federal Sector, Health Care, Hospitals/Nursing Homes, Maintenance, Office Workers/Clerical, Private & Public Sectors, Prison Guard, Police & Fire, Transportation

ARBITRATION/MEDIATION EXPERIENCE:

- *Grievance Arbitration Rosters:* AAA Labor Panel; FMCS; The Labor Relations Connection; American Dispute Resolution Center, Inc.; New Jersey State Board of Mediation; New Jersey Public Employment Relations Commission; New York State 3020-a (Tenured Teachers)
- *Permanent Grievance Arbitration Panels:* State of CT & Connecticut Employees Union Independent, Affiliated Local 511; CT Judicial Branch & AFSCME, Local 749; Nuvance Health/Danbury & New Milford Hospitals & Western Connecticut United Professionals, Local 5152; State of CT & AFSCME Council 4 (Corrections); USPS & American Postal Workers Union, MOD 15 Panel, Springfield, MA; MTA/New York City Transit & TWU, Local 100 (Discipline)
- *Interest Arbitration Panels:* State of CT & Municipal Employees
- *Non-Union Personnel Appeals Panels:* CT Employees' Review Board
- *Mediation Panels:* National Conflict Resolution Service; EEOC RESOLVE; D.C. Public Employee Relations Board

WORK HISTORY

Arbitrator & Mediator, Katie Rosen Alternative Dispute Resolution, LLC, 2023-Present; Assistant Vice President of Labor Relations, Nuvance Health, 2020-2023; General Manager, Office of the Chief Security Officer, The Port Authority of New York & New Jersey, 2018-2020; Labor Relations Executive, The Port Authority of New York & New Jersey, 2009-2018

TECHNOLOGY PROFICIENCY

Able to host virtual hearings via Zoom and Microsoft Teams.

Familiarity with Kronos and PeopleSoft timekeeping/payroll systems, Infor human capital management system and ScheduleSoft scheduling/overtime system.

EDUCATION

Cornell University, Master of Public Administration, 2009; Bachelor of Science in Industrial & Labor Relations, 2008 (received degrees under "Katelyn Purpuro")

PROFESSIONAL ASSOCIATIONS

American Bar Association, Labor & Employment Law and Dispute Resolution Sections
LERA, National, New York City, New Jersey and Connecticut Valley Chapters

PROFESSIONAL CERTIFICATIONS/TRAINING

Participant in the 2025 Mid-Atlantic/D.C. Region and New England Region Salons led by NAA Members

Labor Arbitrator Development Program Certificate, Scheinman Institute, Cornell ILR School
Becoming a Labor Arbitrator, Federal Mediation & Conciliation Service

PUBLICATIONS AND SPEAKING ENGAGEMENTS

UPCOMING: Best Practices in Establishing or Opposing Past Practices in Labor Arbitration, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Conference Panel Moderator, March 24, 2026.

Meet the Arbitrators sponsored by AAA, NYC LERA & NAA Region 2, Panelist, November 5, 2025.

Red Light/Green Light Arbitration Panel, University of Rhode Island/NAA Conference, Conference Panelist, October 27, 2025.

Women in Transportation, Governor's Council on Women & Girls Leadership Subcommittee Panel Discussion, moderated by CT Lt. Governor Susan Bysiewicz, Panelist, June 25, 2025.

Thinking Like an Arbitrator, Long Island LERA, Conference Panelist, May 16, 2025.

We Have a First Contract...Now What?, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Conference Panel Moderator, March 25, 2025.

New Labor Arbitrator Panel Program & Reception sponsored by AAA, NYC LERA & NAA Region 2, Panelist, December 5, 2024.

How Will the Arbitrators Decide?, Virginia LERA, Conference Panelist, September 10, 2024.

Best Practices in Arbitration in Higher Education, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Conference Panelist, March 18, 2024.

Herbert, Lefkowitz on Public Sector Labor and Employment Law. Fourth Edition (2019 Rev.) (Contributor).

FEES:

Available to hold virtual hearings.

PER DIEM FEE: \$1,950

CANCELLATION FEE: \$1,950

The fee is \$1,950 per day for hearing and for research and preparation of the opinion and award. A hearing day is any portion of a day up to eight (8) hours. Time for research and preparation is prorated on a half-day basis. The arbitrator reserves the right to bill on an interim basis in protracted cases. The arbitrator will bill the parties pursuant to the terms of their collective bargaining agreement, but both parties will remain jointly and severally liable for payment.

Travel Time: Travel time not included in a hearing day is charged at the daily rate and is prorated.

Expenses: The arbitrator charges actual cost of reasonable expenses, including airfare, car rental, meals and lodging if required. Automobile mileage is charged at the established IRS rate.

Cancellation Policy: Cancellations or postponements made 14 calendar days prior to a hearing (not including the hearing day) will incur a fee of \$1,950 for each scheduled hearing day.