

SOUTH JERSEY TRANSPORTATION PLANNING ORGANIZATION

ITEM 2405-13: Approving the Selection of Brown & Connery, LLP for SJTPO General Legal Counsel

PROPOSAL

At its meeting on May 7, 2024, the Consultant Selection Committee consisting of SJTPO and SJTA staff unanimously recommended the firm of Brown & Connery, LLP, as SJTPO General Legal Counsel.

BACKGROUND

To enable SJTPO to retain General Legal Counsel, the South Jersey Transportation Authority (SJTA), acting in its capacity as the Administrative Host for SJTPO, released a Request for Proposals for Legal Services on March 28, 2024, using SJTA procurement guidelines. The Notice of Availability of Requests was advertised in Bid Express, in The Press of Atlantic City, and in The Courier Post.

One (1) proposal was received on April 18, 2024, and reviewed by the designated Consultant Selection Committee. At their May 7, 2024, meeting, the Consultant Selection Committee unanimously recommended the firm of Brown & Connery, LLP to serve as the SJTPO General Legal Counsel. A memo regarding the recommendation to the Consultant Selection Committee is attached for reference.

With only one proposal received, no selection for SJTPO Special Legal Counsel will be made.

Brown & Connery, LLP is a full-service, multi-disciplined law firm; specific related areas of practice include commercial and general litigation, representing public and governmental entities, real estate law, and land use development and zoning law. Collectively members of the law firm have 96 years of experience with public and government clients. The firm has a total of fifty-six (56) attorneys with offices in Westmont, Woodbury, and Haddonfield, New Jersey.

Legal fees for General Legal Counsel will be paid from SJTPO's Operating/Direct Expenses in the FY 2025 UPWP, as Line Item 57001 Legal Services for \$15,000. Invoices are created for services rendered only, with no retainer fee.

BROWN & CONNERY, LLP

SOUTH JERSEY TRANSPORTATION PLANNING ORGANIZATION PROPOSAL FOR GENERAL AND/OR SPECIAL LEGAL COUNSEL

SUBMISSION DEADLINE: April 18, 2024 at 2:00pm

**Submitted by: BROWN & CONNERY, LLP
360 North Haddon Avenue
Westmont, NJ 08108
856-854-8900**

**6 North Broad Street
Woodbury, NJ 08096
856-812-8900**

**20 Tanner Street
Haddonfield, NJ 08033
856-428-7600**

www.brownconnery.com

Mansfield Rule

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I. SCOPE OF SERVICES

The firm seeks to provide legal services in the area of State and Federal ethics requirements; employment and labor practices; general litigation; environmental law; procurement; public agency governance; land use; worker's compensation matters; and such other matters as may be requested by the South Jersey Transportation Planning Organization ("SJTPO").

II. FIRM PROFILE AND EXPERIENCE

RESPONSE TO RFP SECTION 3.0 (A)

Brown & Connery, LLP, a limited liability partnership, is among the oldest and most well-established law firms in Southern New Jersey. The firm was founded by Horace G. Brown in 1928 and has continued to grow and flourish by serving the legal needs of South Jersey residents as well as local, regional, and national businesses, institutions and public entities.

In 2015, the firm was named Litigation Department of the Year, General Litigation (Mid-Sized Firms) by the New Jersey Law Journal. The firm is rated "AV" by Martindale Hubbell, the highest rating awarded. The Brown & Connery philosophy is to consistently maintain the highest ethical and intellectual standards of representation and to provide a wide range of legal services to the client.

Brown & Connery, LLP presently has 56 attorneys and 32 paralegals, legal assistants, and support personnel. Three (3) of the firm's attorneys are Certified Civil Trial Attorneys by the New Jersey Supreme Court. Over the past three years, the firm has averaged 85 employees.

Brown & Connery has an active litigation practice in the state and federal courts and before federal, state and local administrative agencies. Our litigation practice involves representation in actions related to civil rights, negligence and actions governed by the New Jersey Tort Claims Act, as well as labor and employment actions, contract actions, federal statutory and constitutional law, eminent domain proceedings and the entire spectrum of complex civil litigation. We have tried the most complicated of cases and also have successfully contained costs by investigating and evaluating claims to achieve a reasonable resolution before claims and costs escalate where appropriate.

The firm's largest practice groups are its Labor & Employment and Governmental Services groups. Descriptions of those practice areas, along with descriptions of other practice groups that are relevant to this proposal, are provided below.

RESPONSES TO RFP SECTION 3.0 (B)

Brown & Connery specializes and concentrates its practice in a number of areas of law, including, but not limited to: Labor and Employment, Services for Governmental Agencies & Public Entities, Real Estate and Land Use, Business Litigation, Business Transactions, Commercial and Construction Litigation, Creditors' Rights and Bankruptcy, Environmental, Worker's Compensation,

Estate Planning and Probate Litigation, Health Care and Products Liability. We represent clients in litigation before state and federal administrative agencies in New Jersey and Pennsylvania and state and federal courts in New Jersey and Pennsylvania. We also represent clients in mediation, arbitration and alternative dispute resolution. Several of the firm's partners serve as arbitrators for the New Jersey Superior Court, the United States District Court for the District of New Jersey and the United States Bankruptcy Court for the District of New Jersey.

A summary description of each such practice area is provided below:

- **Services for Governmental Agencies & Public Entities**

Brown & Connery serves as special and general counsel to various state and federal governmental agencies, counties, local municipalities, school districts, authorities, and other public entities. In addition to the SJTPO, our clients include the South Jersey Transportation Authority; the Counties of Camden and Gloucester; the Pollution Control Financing Authority of Camden County; the Camden County Municipal Utilities Authority; the Camden County Joint Insurance Fund; South Jersey Port Corporation; several municipal Housing Authorities; the City of Camden and the City of Cape May; the Boroughs of Pine Hill, Haddonfield, and Glassboro; and the Townships of Cherry Hill, Pennsauken, West Deptford, Mantua, and Westampton. The firm also serves as a member of the defense panel for several County Insurance Commissions, including the Gloucester, Salem, Cumberland Counties Municipal Joint Insurance Fund (TRICO JIF).

Our attorneys provide advice, planning, counseling, and litigation services related to the vast array of issues confronting public entities on a daily basis. We regularly provide guidance on issues relating to governmental relations, public policy and strategy, and policy implementation; procurement, preparation of contract bids, specifications and proposals, and bid protests; contract and subcontract negotiations, including negotiations of collective bargaining agreements; contract disputes; compliance with federal and state government mandated programs and regulations; audits; state and federal investigations; financing issues, including debt and equity financing; accounting and costs issues; employment disputes and litigation; and environmental issues. In addition, as special counsel for several local planning boards, we provide advice and counsel related to land use and zoning issues, and draft and enforce municipal zoning regulations.

- **Labor and Employment**

Brown and Connery has a team of experienced attorneys in its labor and employment practice who defend employers and individual employees in litigation related to claims of sexual harassment, discrimination, hostile work environment, retaliation and other claims of wrongful termination.

The firm's attorneys are experienced in handling matters related to all aspects of employment law including but not limited to federal and state laws, including the New Jersey Law Against Discrimination, Title VII, Section 1981, Section 1983, the Americans with

Disabilities Act, the Conscientious Employee Protection Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the New Jersey Family Leave Act and the Pregnancy Discrimination Act. Our attorneys have substantial experience in defending employers in the state and federal courts, as well as various state and federal agencies such as the New Jersey Division on Civil Rights, the New Jersey Public Employee Relations Commission, the New Jersey Department of Labor and Workforce Development, the United States Department of Labor, the Equal Employment Opportunity Commission, and the National Labor Relations Board.

The firm has been significantly involved in labor and employment cases which have resulted in key court decisions such as Raspa v. Office of the Sheriff of Gloucester County, 191 N.J. 323 (2007), a landmark disability discrimination case.

We have an active transactional employment practice, which includes drafting of employment handbooks and policies and procedures as well as drafting employment contracts, including collective bargaining agreements.

The firm has developed training programs for employers on subject matters such as workplace discrimination and harassment, sexual harassment, performance evaluations, discipline, etc. and regularly provides interactive training sessions for employers, including management and rank and file employees, of all sizes.

- **General Liability Defense/Defense Civil Rights Matters**

The firm handles a wide range of general liability defense matters including personal injury matters of all types, automobile, civil rights, excessive force, Section 1983 and 1981, Title 59 liability matters, subrogation, contractual liability claims, school related claims and other matters. Our practice includes representation of many public entities and the firm's attorneys are fully familiar with the New Jersey Tort Claims Act and Federal Tort Claims Act. The firm handles subrogation matters as well.

- **Real Estate and Land Use**

Brown & Connery has an extensive real estate and land use practice that includes both transactions and litigation. The firm represents sellers, buyers and developers of commercial properties in real estate transactions. With respect to land use issues, we represent applicants in planning and zoning matters before local boards throughout New Jersey.

Real estate litigation services include condemnation matters, redevelopment projects, real estate tax appeals, foreclosures, title litigation and landlord/tenant matters. Notable condemnation projects include representation of the Camden County Municipal Utilities Authority in its acquisition of over 200 easement and fee takings and the taking for the Borough of Collingswood of an 84-unit apartment complex as part of a redevelopment project. The firm has prosecuted several real estate tax appeals at the County Board of Taxation and the Tax Court levels for several corporate clients and healthcare entities.

- **Workers Compensation**

The firm substantially expanded its workers' compensation practice in 2016 when it acquired the firm of Freeman, Huber, Sacks, Brennan and Fingerman, a workers' compensation defense firm, which specializes in defending such claims against public entities and agencies. We presently have fifteen (15) attorneys who specialize in this practice area.

- **Business Litigation**

We handle a wide range of litigation and represents businesses in matters involving commercial disputes, products liability, class action lawsuits, labor and employment, personal injury, real estate and land use disputes, insurance disputes, contract disputes, probate matters, and bankruptcy and creditor matters. Our attorneys are experienced in representing clients in complex, multi-jurisdictional litigation and in working with in-house and outside counsel on a local, regional and national level.

- **Appellate Litigation**

Brown & Connery has a team of attorneys who are experienced in handling appellate litigation before the state and federal courts. Our attorneys are particularly experienced in forming legal strategies in appellate actions, including drafting appellate briefs and handling appellate oral arguments.

- **Business Transactions**

Brown & Connery's attorneys provide advice and counsel to corporations, partnerships and other business entities on a variety of matters that affect businesses today. Our services include advice and planning related to the formation of business entities, drafting the appropriate documents including partnership, incorporation and operating agreements, negotiating the sale and purchase of businesses, preparing employment agreements and restrictive covenants, and drafting sale and merger agreements. We also provide our business clients with advice on a variety of matters related to the negotiation and review of leases, contracts, asset purchases, debt collection, compliance and regulatory matters, and preparation of corporate resolutions and by-laws.

- **Creditors' Rights and Bankruptcy**

Brown & Connery's creditors' rights and bankruptcy attorneys primarily represent creditors in federal district courts and bankruptcy courts, as well as in New Jersey and Pennsylvania State Courts. The firm's creditors' rights attorneys represent secured and unsecured creditors in business matters as well as litigation. We advise our clients with respect to their rights and obligations under state law and, specifically, debtor/creditor laws. Our attorneys assist creditors in the enforcement of rights including breach of contract, replevin, work-out agreements and the collection and enforcement of domestic and foreign judgments. The

firm's bankruptcy attorneys represent secured creditors, governmental agencies and trade and other creditors in bankruptcy proceedings. We advise our clients of their rights and obligations under the Bankruptcy Code. Our attorneys are knowledgeable in all aspects of bankruptcy proceedings, from the filing of the petition through the confirmation of the plan or the discharge of a debtor. Specifically, our attorneys have extensive experience in issues related to obtaining relief from provisions of the automatic stay, the discharge of debtors, preferential transfers, fraudulent conveyances, enforcement of rights under executory contracts and leases, administrative expense priorities, claim objections, and opposition to plan and disclosure statements.

RESPONSE TO RFP SECTION 3.0 (C)

The firm has several areas of expertise which include the following: Labor and Employment (including negotiation of union contracts), Workers' Compensation; Land Use/Real Estate (including Outdoor Advertising/Billboards and Environmental Law); Representation of Public Entities (including procurement, public agency governance and state ethics requirements) and Commercial and Construction Litigation as more fully described in Section 3.0(B) above.

RESPONSE TO RFP SECTION 3.0(D) and (E)

Brown & Connery, LLP presently has 56 attorneys and 32 paralegals, legal assistants and support personnel.

The firm has nine (9) women partners and 8% of the firm's equity is owned by women partners. The firm presently has fourteen (14) female associates and attorneys who are of counsel which represents 45% of the firm's non-partner attorneys. Presently, 4% of the firm's attorneys are African American, 5% are Hispanic, and 2% are Bi-Racial.

RESPONSE TO RFP SECTION 3.0(F)

Three (3) of our current partners, William M. Tambussi, Shawn Huber, and William F. Cook, are Certified Civil Trial Attorneys by the New Jersey Supreme Court. In addition, Carl J. Gregorio and Michele G. Haas, who are Counsel to the firm and William T. Freeman who is a partner in the firm are Certified Workers' Compensation Law Attorneys by the Supreme Court of New Jersey. See other sections of this proposal for additional descriptions of the training and experience of attorneys in the firm that would be assigned to the SJTPO work and attached attorney profiles.

RESPONSE TO RFP SECTION 3.0(G)

The firm has a significant presence in Southern New Jersey with several offices located throughout Camden and Gloucester Counties. Each office has access to the firm's vast array of technological resources and support services. All of the firm's attorneys are licensed to practice in the State of New Jersey. There are twenty-seven (27) attorneys in the Westmont office, including fifteen (15) partners and twelve (12) associates/of counsel; fourteen (14) attorneys in Woodbury,

including eight (8) partners and six (6) associates/of counsel; and fifteen (15) attorneys in Haddonfield, including five (5) partners and ten (10) associates.

Primary Office – Westmont, New Jersey

360 Haddon Avenue
P.O. Box 539
Westmont, NJ 08108
856-854-8900
856-858-4967 (fax)

Woodbury, New Jersey Office

6 North Broad Street
Woodbury, NJ 08096
856-812-8900
856-853-9933 (fax)

Haddonfield, New Jersey Office

20 Tanner Street
Haddonfield, NJ 08033
856-854-8900
856-428-8310 (fax)

RESPONSE TO RFP SECTION 3.0(H)

The firm currently represents the following state and/or bi-state agencies:

1. South Jersey Transportation Planning Organization

782 S. Brewster Road, Unit B6
Vineland, NJ 08361

(2020 – Present) General Counsel

Contact: Jennifer Marandino, Executive Director
(856) 794-1941
jmarandino@sjtpo.org

The firm serves as general counsel to the SJTPO. In this capacity, the firm attends bi-monthly Board meetings, reviews resolutions, and provides general legal assistance and opinions on various issues arising under the Open Public Meetings Act, the Open Public Records Act, and other governmental and compliance issues. The firm also provides advice on a variety of matters including day-to-day counseling involving personnel actions; reviewing and drafting employment policies and procedures; and collective bargaining negotiations.

2. **South Jersey Transportation Authority**
P.O. Box 351
Hammonton, New Jersey 08037

(2008-Present) Special Counsel Labor and Environmental. IFPTE, Local 193 and 196;
IAFF #S18

Contact: Stephen Dougherty, Executive Director
(609) 965-6060
SDOUGHERTY@sjta.com

The firm has represented the SJTA in a wide variety of matters including day to day labor issues and real estate and environmental projects. It provides counseling with respect to requests for proposals and the public contracting process.

3. **South Jersey Port Corporation**
P.O. Box 129
Camden, New Jersey 08101

(2003-Present). General and Labor Counsel (Local 18 and Local 169).

Contact: Andrew Saporito, Executive Director and CEO
(856) 757-4927
asaporito@southjerseyport.com

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commissions and New Jersey Division on Civil Rights.

4. **Delaware River Port Authority (DRPA) [and] Port Authority Transit Corporation (PATCO);**
One Port Center, 2 Riverside Drive, 10th Floor,
Camden, New Jersey 08103

(1993-Present) Special Counsel. (FOP-Penn Jersey Lodge 30, PBA Local 30, FOP Superior Officers Association-Lodge 30, International Union of Operating Engineers – Local 542 and Teamsters Local 676), IBEW Local 351.

Contact: Raymond J. Santarelli, General Counsel
(856) 968-2000
rjsantarelli@drpa.org

As Special Counsel for the DRPA and PATCO, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions in the New Jersey Public Employee Relations Office; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commissions and New Jersey Division on Civil Rights.

5. Delaware River and Bay Authority

I-295 and Route 9
New Castle, Delaware 19720

(2008–Present) Special Counsel. IUOE Local 542, MEBA District 1-PCD.

Contact: Charlotte Crowell, Chief Human Resources Officer
302-571-6397
charlotte.crowell@drba.net

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions and other employment related actions in the New Jersey Superior and Appellate Courts, and Equal Employment Opportunity Commission.

6. New Jersey Schools Development Authority

1 West State Street
P.O. Box 991
Trenton, New Jersey 08625

(2001-Present) Special Counsel Employment Litigation and Real Estate.

Contact: Sandra L. Vieser, Esquire
(609) 943-5955
SVieser@njsda.gov

The firm has been selected as Special Counsel for this State Authority which is responsible for the acquisition of land for public school projects in the State of New Jersey.

7. New Jersey Housing Authority

(Nov. 2018 – Present) Defense Attorney

**Contact: Amy Shotmeyer, Esquire
(201) 347-2166**

This firm serves as a member of the defense panel for the New Jersey Housing Authority.

RESPONSE TO RFP SECTION 3.0(I)

Brown & Connery has regularly appeared before the following State agencies, departments, or authorities on behalf of other clients: The New Jersey Division on Civil Rights, New Jersey Public Employee Relations Commission, New Jersey Department of Personnel, Civil Service Commission/ Merit System Board, and Office of Administrative Law.

RESPONSE TO RFP SECTION 3.0(J)

The firm does not perceive any conflict of interest that would prevent the firm from representing the SJTPO. The firm will perform a thorough conflicts check prior to undertaking any new matter for the SJTPO.

RESPONSES TO RFP SECTION 3.0(K)

The firm currently represents the following *non-State* governmental entities:

- 1. The County of Gloucester, New Jersey**
County of Gloucester, P.O. Box 337
Woodbury, New Jersey 08096

(1996-Present) Special Labor and Litigation Counsel. (eight Collective Bargaining Agreements; FOP Local 165; FOP Local 97; CWA Local 1085; PBA Local 122; Glo. Cty. Sheriffs Officers Association; Glo Cty Corrections Officers Sgts Association; Asst. Pros. Assoc.; Teamsters Local 311)

**Contact: Chad Bruner, Administrator
Eric Campo, County Counsel
(856) 853-3264
cbruner@co.gloucester.nj.us**

As Special Labor and Litigation Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions in the New Jersey Department of Personnel, Office of Administrative Law, Merit System Board and New Jersey Public Employee Relations Office; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commissions and New Jersey Division on Civil Rights. The firm has provided employment related training and education to employees

and supervisors.

2. **The County of Camden**
County Courthouse
520 Market Street, 14th Floor
Camden, New Jersey 08102

(2009-Present) Special Litigation Counsel. FOP Lodge 212, 214 and 214a; PBA Local 351, 316 and 316a; CWA 1014; UFCW 1360

Contact: Emeshe Arzon, County Counsel
(856) 225-5543
Emeshe.arzon@camdencounty.com

As Special Counsel, we have represented the County in various litigation matters including litigation related to public utility contracts, insurance related disputes and other complex civil litigation. As Labor Counsel, the firm is actively involved in the many of the County's current labor and employment matters, including the negotiation of all union contracts, compulsory contract interest arbitration for law enforcement units, unfair labor practices before PERC, regulatory and compliance issues with the Civil Service Commission, and contract disputes before the Superior Court of New Jersey. Additionally, the firm is currently handling complex litigation matters on behalf of the County. The firm is also providing support and advice to the Freeholder Board and County Administrator related to the creation and operation of the Camden County Police Department. These functions are provided in addition to the general support role the firm performs to the Office of County Counsel on an as needed basis. In addition, the firm has conducted internal investigations for the County and various County agencies on an as needed basis.

3. **The Gloucester County Improvement Authority**
109 Budd Blvd.
Woodbury, New Jersey 08096

(2010-Present) Special Litigation Counsel and Labor Counsel.

Contact: George Strachan, Executive Director
(856) 848-4002
gstrachan@gcianj.com

As Special Counsel, we have represented the Authority in several labor and employment matters including claims of discrimination and harassment. We have also provided counsel regarding personnel matters. As Labor Counsel, we provided day to day counseling on employment matters, collective bargaining negotiations, grievances and arbitration matters.

4. Camden County Municipal Utilities Authority

Camden County Municipal Utilities Authority

1645 Ferry Avenue

Camden, New Jersey 08101

(1987–Present) Solicitor, Land Acquisition Counsel; Special Labor and Litigation Counsel (Two Collective Bargaining Units: UFCW, Local 1360 (Supervisors), OPEIU, Local 32 (Blue Collar)).

Contact: Scott Schreiber, Executive Director
(856) 583-1261
sschreiber@ccmua.org

As solicitor to the CCMUA, Brown & Connery provides representation and guidance on a variety of regulatory, personnel, and contract negotiation matters. On a monthly basis, we review all items listed on the CCMUA Board meeting agenda, draft and revise resolutions, ensure that proposed Board actions are in compliance with New Jersey law, and attend each Board meeting. In this capacity, we frequently provide guidance in connection with the CCMUA's procurement of goods and services. In late 2017 and 2018, our office represented the CCMUA in successfully defeating a third-party challenge to the CCMUA's award of a construction contract for the upgrade of its Anaerobic Sludge Digesters and Combined Heat and Power Facilities. In 2018, we represented the CCMUA in negotiations of contracts involving green infrastructure projects, the demolition of Campbell's Field in Camden, New Jersey, and the potential sale of an incinerator property in Gloucester Township, New Jersey.

5. Gloucester County Utilities Authority

2 Paradise Road

Paulsboro, New Jersey 08066

(2014–Present) Special Counsel

Contact: John Vinci, Executive Director
(856) 423-3500
jvinci@gcuanj.com

The firm acts as special counsel in litigation and other legal matters.

6. City of Camden

City Hall, 4th Floor, Suite 419

Camden, New Jersey 08101-5120

(2010–Present) Special Counsel; Labor Counsel. IAFF, Local 788; IAFF 2578 and 788; CWA 1014

Contact: Timothy J. Cunningham, Esquire, Business Administrator
(856) 757-7150
busadmin@ci.camden.nj.us

The firm serves as Special Counsel to the City in a variety of litigation matters. The firm is litigation counsel for the City of Camden in City of Camden, et al. v. Victor Urban Renewal Group, et al., in the Superior Court of New Jersey, Camden County, Docket No. CAM-L-4612-18, involving disputes arising from a PILOT Agreement and a redeveloper's obligations under the New Jersey Long Term Tax Exemption Law. In addition, the firm serves as counsel in collective bargaining matters related to the City's collective bargaining agreements with police and firefighter unions.

7. **Township of Haddon**
Municipal Building, 135 Haddon Avenue
Westmont, New Jersey 08108

(2008-Present) Special and Labor Counsel. AFSCME, Local 3528; PBA, Local 257

Contact: Randall W. Teague, Mayor
(856) 854-1176 x4111
mayorteague@haddontwp.com

As Special and Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment handbooks; and other employment litigation matters such as claims filed before the Equal Employment Opportunity Commission and the New Jersey Division on Civil Rights. In addition, we assist in negotiating collective bargaining agreements with various unions.

8. **Township of Monroe**
125 Virginia Avenue
Williamstown, New Jersey 08094

(1999-Present) Special Labor and Litigation Counsel (Four Collective Bargaining Agreements; Monroe Township Police Officers Assoc.; Monroe Township Superior Officers Assoc.; UFCW Local 1360

Contact: James V. DeHart III, Business Administrator
(856) 728-9800 ext 204
jdehart@monroetownshipnj.org

As Special Labor and Litigation Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration

matters; litigating disciplinary actions in the New Jersey Department of Personnel, Office of Administrative Law, Merit System Board and New Jersey Public Employee Relations Commission; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights. The firm has provided employment related training and education to employees and supervisors.

9. Township of Cherry Hill

820 Mercer Street
Cherry Hill, New Jersey 08002

(2007-Present) Labor and Arbitration Counsel. PBA Local No. 176 and FOB Lodge 28; Superior Officers Association; IBT Local 676.

**Contact: Cosmas Diamantis, Esquire
Municipal Attorney**

**(856) 665-6500
cdiamantis@chnj.gov**

As Labor and Arbitration Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions in the New Jersey Department of Personnel, Office of Administrative Law, Merit System Board and New Jersey Public Employee Relations Commission; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights.

10. Borough of Glassboro

1 South Main Street
Glassboro, New Jersey 08028

(2000-Present) Special Labor Counsel. Six Collective Bargaining Agreements; UAW Local 1360; Firefighters Association; EMS Association; CWA Local 1085; FOP Lodge 108 (Superiors and Patrol)).

**Contact: Edward Malandro, Administrator
(856) 881-9230**

EMalandro@glassboro.org

As Special Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with

various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions in the New Jersey Public Employee Relations Office; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights. The firm has provided employment related training and education to employees and supervisors.

11. Borough of Haddonfield
242 Kings Highway East
Haddonfield, New Jersey 08033

(1999-Present) Labor Counsel.

Contact: Hon. Colleen Bezich, Mayor
cbbezich@haddonfield-nj.gov

Sharon McCullough, Borough Administrator
smccullough@haddonfield-nj.gov
(856) 429-0201

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions in the New Jersey Department of Personnel, Office of Administrative Law, Merit System Board and New Jersey Public Employee Relations Office; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights. The firm has provided employment related training and education to employees and supervisors.

12. Township of Pennsauken
5605 N. Crescent Boulevard
Pennsauken, New Jersey 08110

(2000-Present) Labor Counsel. AFSCME Council 71, Local 2278, FOB Lodge #3 and FMBA Local 64

Contact: Tim Killion, Township Administrator
Office 856-665-1000 x103
tkillion@twp.pennsauken.nj.us

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions

in the New Jersey Department of Personnel, Office of Administrative Law, Merit System Board and New Jersey Public Employee Relations Office; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights. The firm has provided employment related training and education to employees and supervisors.

13. City of Gloucester

512 Monmouth Street
Gloucester City, New Jersey 08030

(2009-Present) Special Labor Counsel.

Contact: Brian Morrell, Acting Administrator
(856) 456-0205
bmorrell@gloucesterpolice.com

As Special Labor and Litigation Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions in the New Jersey Department of Personnel, Office of Administrative Law, Merit System Board and New Jersey Public Employee Relations Office; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights. The firm has provided employment related training and education to employees and supervisors.

14. City of Woodbury

33 Delaware Street
P.O. Box 180
Woodbury, New Jersey 08096

(2009-Present) Special Labor Counsel. PBA Local 122

Contact: Robert Law, City Finance Officer
(856) 845-1300

As Special Labor and Litigation Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights. The firm has provided employment related training and education to employees and supervisors.

- 15. Township of Berlin**
135 Route 73 South
West Berlin, New Jersey 08091

(2010-Present) Labor Counsel. FOP Lodge 56

Contact: Catherine Underwood, Clerk
(856) 767-1854
cunderwood@berlintwp.com

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions in the New Jersey Department of Personnel, Office of Administrative Law, Merit System Board and New Jersey Public Employee Relations Office; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights.

- 16. Borough of Berlin**
59 South White Horse Pike
Berlin, NJ 08009

Municipal Conflict Attorney, 2022-Present.

Contact: Rick Miller, Mayor
MayorMiller@berlinnj.org
(856) 767-7777

As Municipal Conflict Attorney, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; handling and processing of grievances and arbitration matters; and litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts. The firm has also assisted with employment-related investigations.

- 17. City of Beverly**
446 Broad Street
Beverly, New Jersey 08010

(2021-Present) Labor Counsel.

Contact: Richard Wolbert, City Administrator
(609) 387-1881

The firm handles negotiations, grievances as well as day to day employment issues and labor concerns for the City and other assignments as directed.

- 18. Borough of Woodbury Heights**
500 Elm Avenue
Woodbury Heights, NJ 08097

(2013- present) Labor Counsel

Contact: Victoria Holstrom, Borough Administrator
vikki@bwhnj.com

Brian D. Lozuke, Esquire, Solicitor
(856) 298-4267
blozuke@mwm-law.com

The firm provides day to day employment and personnel related counseling as to disciplinary matters, policies and procedures, grievances and litigation.

- 19. Township of Mantua**
401 Main Street
Mantua, New Jersey 08051

(2006-Present) Labor Counsel. IBT, Local 676; PBA, Local 122

Contact: Jennica Bileci, Township Administrator
(856) 468-1500 Ext. 120
jbileci@mantuatownship.com

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary matters; and litigating other employment-related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights. The firm has provided employment related training and education to employees and supervisors.

- 20. Borough of Collingswood**
678 Haddon Avenue
Collingswood, New Jersey 08108

(1999-Present) General Counsel

Contact: Cass Duffey, Borough Administrator
(856) 854-2901
cduffey@collingswood.com

The firm serves as general counsel for the Borough. The firm attends monthly meetings of the Mayor and Commissioners, drafts resolutions and ordinances, oversees real estate and related transactions, and provides general legal assistance and opinions on various issues arising under the Open Public Meetings Act, the Open Public Records Act, and other statutory and regulatory compliance issues.

21. Borough of Chesilhurst
201 Grant Avenue
Chesilhurst, New Jersey 08089

(January 2012 – Present) Solicitor, General and Labor Counsel. PBA, Local 362

Contact: Mayor Jamilla Bremmer
Gloria Rose, Borough Clerk
(856) 767-4153

The firm serves as general and labor counsel for the Borough. The firm attends monthly Caucus and Council meetings, drafts resolutions and ordinances, and provides general legal assistance and opinions on various issues that arise under the Open Public Meetings Act, the Open Public Records Act, and other governmental and compliance issues. As labor counsel, the firm provides advice on a variety of employment related matters including day-to-day counseling involving personnel actions; reviewing and drafting employment policies and procedures; and collective bargaining negotiations.

22. Borough of Clementon
101 Gibbsboro Road
Clementon, New Jersey 08021

(January 2014 – Present) Labor Counsel

Contact: Jenai Johnson, Municipal Clerk/Administrator
(856) 783-0284
j.johnson@clementon-nj.com

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary matters; and litigating other employment-related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights. The firm is available to provide employment-related training and education to

employees and supervisors.

- 23. Borough of Clayton**
125 North Delsea Drive
Clayton, New Jersey 08312

(2013-Present) Labor. AFSCME District 71, Local 3303J; GWU; FOP Lodge 130

Contact: Sue Miller, Borough Administrator
(856) 881-2882
smiller@claytonnj.com

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights.

- 24. Township of West Deptford**
400 Crown Point Road
West Deptford, New Jersey 08086

(January 2015 – Present) Labor Counsel. PBA Local # 122; PBA Superior Officers Association; AFSCME Council 63

Contact: Lee Ann Dehart, Acting Township Administrator
(856) 845-4004 ext 130
ldehart@westdeptford.com

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various bargaining units; handling and processing of grievances and internal appeals matters; litigating disciplinary matters and other employment-related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights when approved by EPLI Carrier. The firm is available to provide employment-related training and education to employees and supervisors.

- 25. Township of Elk**
680 Whig Lane
Monroeville, NJ 08343

Contact: Stephen Considine, Chief Financial Officer
(856) 881-6525

(December 2017 – Present) Special Labor Counsel; PBA

As Special Labor Counsel, we perform a variety of labor and employment tasks. We are available to perform day-to-day counseling related to personnel actions; review and draft employment policies and procedures; and negotiate collective bargaining agreements with various unions. We are available to handle and process grievances and arbitration matters; litigate disciplinary actions in the New Jersey Public Employee Relations Commission; and litigate disciplinary and other employment-related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights.

- 26. City of Cape May**
643 Washington Street
Cape May, New Jersey 08244

Contact: Mayor Zachary Mullock
Christopher Gillin-Schwartz, City Solicitor
(609) 884-9536 (Office)
zmullock@capemaycity.com

(January 2021 – Present) Labor Counsel

The firm serves as Labor Counsel to the City of Cape May. We provide day-to-day counseling on labor and employment issues, handle labor negotiations and employee disciplinary and removal matters. In this capacity, the firm provides consultation on regulatory and statutory compliance, policy, and contract interpretation issues.

- 27. Township of Westampton**
710 Rancocas Road
Westampton, New Jersey 08060

Contact: Mayor Sandy Henley
Wendy Gibson, Administrator
(609) 267-1891

(January 2018 – Present) Labor Counsel

The firm serves as Labor Counsel to the Township of Westampton. We provide day-to-day counseling on labor and employment issues, handle labor negotiations and employee disciplinary and removal matters, and represent the Township in litigation matters. In this capacity, the firm provides consultation on regulatory and statutory compliance, policy, and contract interpretation issues.

- 28. Borough of Pine Hill**
45 West 7th Ave
Pine Hill, New Jersey 08021

(January 2017 – Present) Labor Counsel

Contact: John F. Greer, Business Administrator
(856) 783-7400 ext. 201
jgreer@pinehillboronj.com

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary matters; and litigating other employment-related actions. The firm provides support in employment-related training and education to employees and supervisors.

- 29. Borough of Mt. Ephraim**

(1994-Present) Planning Board Solicitor

Contact: Terry Shannon, Borough Clerk
(856) 931-1546

The firm serves as Solicitor for the Planning and Zoning Board for the Borough of Mt. Ephraim. In this role, the firm assists the Board in the review of land use applications, the recommendation of amendments to the Borough's zoning ordinances and periodic re-examination of the Master Plan.

- 30. Voorhees Township**

(2018-Present) Special Counsel

Contact: Mario DiNatale, Director, Community & Economic Development
(856) 882-5263

The firm serves as special counsel to the Township of Voorhees for its abandoned properties and rehabilitation program since the Fall of 2018. The firm provides advice on procedures for designated properties as abandoned and the remedies available to the municipality to obtain possession of the properties, rehabilitate and restore them to productive use.

- 31. Township of Brick**
401 Chambers Bridge Road
Brick, New Jersey 08723

Contact: Joanne Bergin, Business Administrator
(732) 262-1050

(January 2021 – Present) Attorney Pool & Labor Pool Counsel

The firm serves as Pool Counsel to the Township of Brick and is available to provide support as needed to the Township in regard to any counseling on legal issues including labor and employment issues, handle employee disciplinary and removal matters, and represent the Township in litigation matters as directed.

- 32. Borough of Swedesboro**
1500 Kings Highway
Swedesboro, New Jersey 08085

(January 2014 - Present) Labor Counsel

Contact: Mayor Thomas Fromm
(856) 467-0202
tfromm@swedesboro-nj.us

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation with various bargaining units; handling and processing of grievances and disciplinary matters; and assisting with other employment-related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights when approved by the applicable insurance carrier. The firm is also available to provide employment-related training and education to employees and supervisors.

- 33. Camden County Municipal Joint Insurance Fund**

(1993-Present) Solicitor.

Contact: Bradford C. Stokes, Executive Director
(856) 552-6816

The firm serves as Solicitor for the Camden County Joint Municipal Insurance Fund. In this role, the firm serves as general counsel for day to day operations of the Fund and in the management and assessment of claims against the municipal member including tort claims, civil rights, property and casualty and other similar claims.

34. Burlington County Municipal Joint Insurance Fund

(2019 – Present) Defense Counsel, Panel Member

The firm serves as a member of the defense panel for the Joint Insurance Fund.

35. Gloucester County Insurance Commission

(2012-Present) Defense Counsel, Panel Member

The firm serves as a member of the defense panel for the Commission.

36. The Camden County Insurance Commission

(2011-Present) Defense Counsel, Panel Member

The firm serves as a member of the defense panel for the Commission.

37. Municipal Excess Liability Joint Insurance Fund

(2005-Present) Defense Counsel, Panel Member.

**Contact: David Grubb, Executive Director
(201) 587-0555
daveg@permainc.com**

The firm serves as a member of the defense panel for the Municipal Excess Joint Insurance Fund. In this role, the firm is assigned to defend employment related claims against public entities in New Jersey who are members of the Municipal Excess Liability Joint Insurance Fund.

38. South Bergen County Municipal Joint Insurance Fund

(2015-Present) Defense Counsel, Panel Member

The firm serves as a member of the defense panel for the Joint Insurance Fund.

39. The Ocean County Municipal Joint Insurance Fund

(2015-Present) Defense Counsel, Panel Member

The firm serves as a member of the defense panel for the Joint Insurance Fund.

40. Gloucester, Salem, Cumberland Counties Municipal Joint Insurance Fund (TRICO JIF)

(2019-Present) Defense Counsel, Panel Member

The firm serves as a member of the defense panel for the Joint Insurance Fund.

41. Atlantic County Municipal Joint Insurance Fund

(2022-Present) Defense Counsel, Panel Member

The firm serves as a member of the defense panel for the Joint Insurance Fund.

Contact: George Strachan, Executive Director
(856) 848-4002
gstrachan@gcianj.com

As Special Counsel, we have represented the Authority in several labor and employment matters including claims of discrimination and harassment. We have also provided counsel regarding personnel matters. As Labor Counsel, we provided day to day counseling on employment matters, collective bargaining negotiations, grievances and arbitration matters.

42. Pollution Control Financing Authority of Camden County (1992-present)

Pollution Control Financing Authority of Camden County
9600 River Road
Pennsauken, New Jersey 08110

(1992–Present) General Counsel (One Collective Bargaining Unit: AFSCME, Local 2278).

Contact: David A. Luthman, Executive Director
(856) 665-8787
luthman@pcfacc.com

As General Counsel, we manage and perform all legal services for the Authority including but not limited to day-to-day counseling; preparation of meeting resolutions; reviewing and drafting of requests for proposals and bids; reviewing and drafting of contracts and interlocal service agreements; counseling related to regulatory matters and all labor and employment matters; and litigation matters not covered by insurance.

43. Mantua Township Municipal Utilities Authority

Mantua Township Municipal Utilities Authority
397 Main Street
Mantua, New Jersey 08051

(2017-Present) Labor Counsel.

**Contact: William M. Krebs, Executive Director
856-468-1111**

As Labor Counsel, we provide labor and employment consulting as needed. Available services include day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions and other employment related actions in the New Jersey Superior and Appellate Courts and the Equal Employment Opportunity Commission.

44. City of Camden Redevelopment Agency

Camden City Hall
520 Market Street, 13th Floor
Camden, New Jersey 08103

(2005-2009) Special Counsel; (2010-Present) General Counsel.

**Contact: Olivette Simpson, Interim Executive Director
(856) 757-7600**

The firm has served as project counsel to the City of Camden Redevelopment Agency and currently it serves as the General Counsel. In these positions, the firm has represented the Agency in various real estate litigation cases and advised the Agency on a wide variety of redevelopment and eminent domain projects. As General Counsel the firm provides day to day advice to the Agency and provides counsel at public meetings.

45. Merchantville Historic Preservation Commission

1 West Maple Avenue
Merchantville, New Jersey 08109

(2002-Present) General Counsel.

**Contact: Lynn North, Chairperson
(856) 662-2474
lnorth@bsihvac.com**

The firm acts as General Counsel to the HPC. It represents the Commission at all public

meetings and reviews all applications presented to the Commission.

46. Gloucester County Library Commission

389 Wolfert Station Road
Mullica Hill, New Jersey 08062

(2016-Present) Special Labor Counsel

Contact: Carolyn S. Oldt, MLS, Director
(856) 223-6010
coldt@gcls.org

As Special Labor Counsel, the firm provides a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation with bargaining units; handling and processing of grievances and disciplinary matters; handling of Civil Service matters; providing employment-related training; and assisting with other employment-related actions courts and other tribunals when approved by the applicable insurance carrier.

47. Winslow Fire District

9 Cedar Brook Road
Sicklerville, New Jersey 08081

(2021-Present) – Labor Counsel.

Contact: Lorraine Sacco, CPM, QPA
Business Manager/ Purchasing Agent
Winslow Township Fire Department
609-561-4225, fax 609-561-5823

As Labor Counsel, we have provided day-to-day guidance on personnel and labor issues and are currently involved in contract negotiations for the District's two negotiations units.

48. The Camden City School District

1033 Cambridge Street
Camden, New Jersey 08105

(2004-Present) Labor Attorney. Camden Education Association - Teachers and Support Staff (NJEA); CWA Local 1079 - Custodians & Maintenance Employees, Lunch Aides; CWA Local 1034 - Supervisors, Substitute Teachers; Camden City Federation of School Psychologists; Camden City Principals and Supervisors Association.

Contact: Katrina McCombs, State District Superintendent
(856) 966-2000
kmccombs@camden.k12.nj.us

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions in the New Jersey Department of Personnel, Office of Administrative Law, Merit System Board and New Jersey Public Employee Relations Office; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights. The firm has also acted as liaison on behalf of the District with State officials regarding the oversight and operation of the school district.

49. Camden County College
Blackwood, New Jersey 08012

(2008–Present) Special and Labor Counsel. IUE; NJEA; AFT

Contact: Karl N. McConnell, Esquire, General Counsel
(856) 374-4860
kmccconnell@camdencc.edu

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions in the New Jersey Department of Personnel, Office of Administrative Law, Merit System Board and New Jersey Public Employee Relations Commission; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights.

**50. The Board of Education of the Special Services School District
of the County of Gloucester**
1360 Tanyard Road, P.O. Box 800
Sewell, New Jersey 08080

(2000-Present) Special Labor and Litigation Counsel (NJEA).

Contact: James H. Dundee, Jr., Superintendent
(856) 468-1445
jdundee@gcecnj.org

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions

in the New Jersey Department of Personnel, Office of Administrative Law, Merit System Board and New Jersey Public Employee Relations Office; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights. The firm handles employment related litigation.

51. The Board of Education of the Vocational School District of the County of Gloucester

1360 Tanyard Road, P.O. Box 800
Sewell, New Jersey 08080

(2000-Present) Special Labor and Litigation Counsel (Glo. Cty Voc. Tech. Supervisors and Principals Assoc., NJEA).

Contact: Michael Dicken, Superintendent
(856) 468-1445
mdicken@gcecnj.org

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; reviewing and drafting employment policies and procedures; negotiation of collective bargaining agreements with various unions; handling and processing of grievances and arbitration matters; litigating disciplinary actions in the New Jersey Department of Personnel, Office of Administrative Law, Merit System Board and New Jersey Public Employee Relations Office; litigating disciplinary and other employment related actions in the New Jersey Superior and Appellate Courts, Equal Employment Opportunity Commission and New Jersey Division on Civil Rights. The firm handles employment related litigation.

52. Gloucester Township Board of Education

17 Erial Road
Blackwood, NJ 08012

(2010-Present) Special Conflicts Counsel.

Contact: Thomas D. Seddon, Superintendent
(856) 227-1400
TSeddon@gloucester.k12.nj.us

As Special Conflicts Counsel, we perform a variety of litigation tasks including counseling and defense of issues related to complex civil litigation.

53. Rowan College South Jersey

Sewell, New Jersey 08080

(2010 – Present) Special and Labor Counsel

**Contact: Dominic Burzichelli, Vice President & Chief Operating Officer
(856) 415-2292**

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; negotiation of collective bargaining agreements with various unions and other matters as assigned.

54. Camden County Technical and Vocational School District
343 Berlin-Cross Keys Road
Sicklerville, New Jersey 08081-4000

(2013-Present) Labor Counsel. NJEA; AFSCME; NJPSA; AFT

**Contact: Scott Kipers, Business Administrator
(856) 767-7000**

As Labor Counsel, we perform a variety of labor and employment tasks including providing day-to-day counseling related to personnel actions; negotiation of collective bargaining agreements with various unions and other matters as assigned.

55. Housing Authority of the Borough of Glassboro
737 Lincoln Boulevard
Glassboro, New Jersey 08028

(2006-Present) General Counsel. CWA, Local 1085

**Contact: Kimberly Gober, Executive Director
(856) 845-4959 ext. 232
kgober@hagc.org**

Brown & Connery, LLP currently serves as the Solicitor for the Glassboro Housing Authority ("Authority") The firm attends monthly Commissioner meetings and provides general legal assistance and opinions on various issues that arise with the Authority including compliance with the Open Public Meetings Act, review of requests for proposals, and all labor related matters, including employee discipline and contract negotiations.

56. Housing Authority for the City of Vineland
191 W. Chestnut Avenue
Vineland, New Jersey 08360

(2012-Present) Labor Counsel. CWA, Local 1085

**Contact: Jacqueline Jones, Executive Director
(856) 881-5211
jjones@vha.org**

Brown & Connery, LLP serves as the special labor counsel for the Vineland Housing Authority (“Authority”). The firm provides legal assistance and opinions on various labor related matters, including collective bargaining agreement negotiations with the CWA.

- 57. Housing Authority for the City of Camden**
2021 Watson Street, 2nd Floor
Camden, New Jersey 08105-1866

(2019 – Present) Labor and Employment Counsel.

**Contact: Sadyhe T. Bradley, Esquire
(856) 968-2700**

The firm serves as labor and employment counsel for the authority. The firm provides assistance as needed as well as defense of litigation matters that arise within the employment area in both state and federal court. Further, we deal with collective bargaining agreements and provides support and guidance with policies and related HUD concerns as requested by the client.

- 58. Housing Authority for the City of Long Branch**
2 Hope Lane
Long Branch, New Jersey 07740

(2019 - present) Harassment Prevention Training and counseling.

**Contact: Gloria Wright, Executive Director
(732) 222-3747 x124**

Brown & Connery, LLP provided harassment training for all employees of the LBHA as well as for the Commissioners. The firm provides additional counsel and support as requested by the client as well as advising on matters dealing with the New Jersey Division on Civil Rights.

- 59. Housing Authority of the City of Cape May**
639 Lafayette Street
Cape May, NJ 08204

(2021-Present) Labor and Employment Counsel

**Contact: Jacqueline Jones, Executive Director and Managing Agent
(856) 881-5211**

Brown & Connery, LLP has recently been appointed as labor and employment counsel for the Housing Authority of the City of Cape May. In this role, the firm has represented the Authority in its removal of a former Executive Director, as well as subsequent negotiations of a severance agreement. This representation also required multiple appearances in Executive Session before the Authority's Board of Commissioners. The matter was resolved efficiently and to the Authority's satisfaction, which was due in large-part to our ongoing and valued professional relationship with the Vineland Housing Authority, in its capacity as Managing Agent for the Authority.

RESPONSE TO RFP SECTION 3.0(L)

The firm's approach to maintaining responsive communication with the SJTPO and keeping the SJTPO informed of problems and progress would be to ensure the SJTPO has access to key personnel of the firm responsible for SJTPO matters at all times. Contact information for all attorneys working on SJTPO matters (work, cell, and home phone numbers as well as email) will be provided. The firm will prepare regular, monthly status reports of all ongoing litigation matters and/or projects indicating the description and status of each matter.

RESPONSE TO RFP SECTION 3.0(M)

The firm's major public sector clients are identified above in Section II in response to RFP Section 3.0(K). The firm's major private clients include the following:

TD Bank, N.A.; Conner Strong Companies; The Cooper Health System; Zale Corporation; SAP America, Inc.; Aqua New Jersey; Inspira Medical Center Woodbury; Independence Blue Cross; Imaging Financial Services, Inc.; NTFC Financial Corporation; Glen-Gery Corporation; Heard Communications, Inc.; Paparone Housing Co.; Parson Associates Electrical Contractors, Inc.; Praxair, Inc.; NEST International, Inc.; Holtec International; Cooperative Business Assistance Corporation; Snap-On Credit Corporation; D&B Engineering; All Risk Insurance Restoration; and Congoleum Corporation.

RESPONSE TO RFP SECTION 3.0(N)

The contact persons for this matter are as follows:

William M. Tambussi, Esquire
360 Haddon Avenue
Westmont, NJ 08108
856-854-8900 (phone)
856-858-4967 (fax)
wtambussi@brownconnery.com

Louis R. Lessig, Esquire

360 Haddon Avenue

Westmont, NJ 08108

856-854-8900 (phone)

856-858-4967 (fax)

llessig@brownconnery.com

Michael J. Watson, Esquire

360 Haddon Avenue

Westmont, NJ 08108

856-854-8900 (phone)

856-858-4967 (fax)

mwatson@brownconnery.com

RESPONSE TO RFP SECTION 3.0(O)

See Section II, Response to RFP Section 3.0(J) above.

III. QUALIFICATIONS AND EXPERIENCE OF THE FIRM'S PRACTICE GROUPS

LABOR AND EMPLOYMENT (INCLUDING NEGOTIATION OF UNION CONTRACTS) (Approx. 37% of Firm's Practice)

A. Attorneys practicing in this area include:

- William M. Tambussi – Westmont (main) office
- Steven G. Wolschina – Woodbury office
- Susan M. Leming – Westmont (main) office
- Louis R. Lessig – Westmont (main) office
- William F. Cook – Westmont (main) office
- Michael J. DiPiero – Westmont (main) office
- Michael J. Miles – Westmont (main) office
- Michael J. Watson – Westmont (main) office
- Joseph G. Antinori – Westmont (main) office
- Kathleen E. Dohn – Westmont (main) office
- Therese M. Taraschi – Westmont (main) office
- Andrew S. Brown – Westmont (main) office
- Jonathan L. Triantos – Westmont (main) office
- Kayla L. Louis – Westmont (main) office
- Alyssa Lott – Westmont (main) office
- James P. Clancy – Westmont (main) office
- Joseph Clifford – Westmont (main) office
- Arlette Leyba – Westmont (main) office

- Taylor L. Johnson – Westmont (main) office
- Jose A. Jimenez – Westmont (main) office

B. SJTPO main point(s) of contact will be:

- William M. Tambussi
- Louis R. Lessig
- Michael J. Watson

C. Attorneys with five years or more experience include:

- William M. Tambussi
- Steven G. Wolschina
- Susan M. Leming
- Louis R. Lessig
- William F. Cook
- Joseph G. Antinori
- Michael J. DiPiero
- Michael J. Miles
- Michael J. Watson
- Kathleen E. Dohn
- Therese M. Taraschi
- Andrew S. Brown
- Kayla L. Louis

D. Firm's experience in practice area:

See Section II above and Response to RFP Section 3.0(B). In addition, the firm has represented the SJTPO's affiliated, the South Jersey Transportation Authority, in the following matters over the last five (5) years:

- **SJTA v. IFPTE Local 196 and John Segars, ATL-C-15-16 (arbitration and subsequent appeal involving termination of employee in Authority's Parking Division)**
- **Vega v. SJTA, ATL-L-867-16 (failure to promote action under NJLAD alleging race discrimination)**
- **Lombard v. SJTA, EEOC Charge No. 530-2017-03591 (charge of discrimination filed with EEOC alleging unlawful retaliation against Authority employee)**
- **Taylor v. SJTA, EEOC Charge No. 530-2020-03328 (charge of discrimination filed with EEOC alleging unlawful termination of Authority employee based alleged violations of NJLAD and Title VII)**

- **Morton v. SJTA, EA08WG-67795 (charge of discrimination filed with New Jersey Division on Civil Rights alleging denial of promotion based on age and race in violation of NJLAD)**
- **Foxworth v. SJTA, ED15RB-67786 (charge of discrimination filed with New Jersey Division on Civil Rights alleging denial of promotion based race in violation of NJLAD)**
- **Behta v. SJTA, ED15AB-67104 (charge of discrimination filed with New Jersey Division on Civil Rights alleging denial of promotion in violation of NJLAD)**
- **Woods v. SJTA, 23-cv-22264-RMB-AMD (claims of discrimination under Title VII and NJLAD filed in District Court of New Jersey)**

E. Qualifications of each attorney:

Biographical information for each specific attorney is attached as **Attachment A**.

F. Roles of attorneys in litigation matters:

Partners would be responsible and assigned for every matter. **William M. Tambussi and Michael J. Watson** would serve as the SJTPO's primary contact(s) for all matters. Consistent with the firm's role as General Counsel to the SJTPO over the last several years, the majority of day-to-day consultation and representation will be provided by **Michael J. Watson**. Other work, including litigation matters, would be allocated among the above-listed attorneys on a case-by-case basis.

SERVICES FOR GOVERNMENTAL AGENCIES & PUBLIC ENTITIES (INCLUDING PROCUREMENT, PUBLIC AGENCY GOVERNANCE, STATE ETHICS REQUIREMENTS) (Approx. 30% of Firm's Practice)

A. Attorneys practicing in this area include:

- William M. Tambussi – Westmont (main) office
- Joseph M. Nardi - Westmont (main) office
- Mark P. Asselta – Woodbury office
- Susan M. Leming – Westmont (main) office
- Louis R. Lessig – Westmont (main) office
- William F. Cook – Westmont (main) office
- Joseph G. Antinori – Westmont (main) office
- Michael J. DiPiero – Westmont (main) office
- Michael J. Watson – Westmont (main) office
- Kathleen E. Dohn – Westmont (main) office
- Therese Taraschi – Westmont (main) office

- Therese M. Taraschi – Westmont (main) office
- Andrew S. Brown – Westmont (main) office
- Kayla L. Louis – Westmont (main) office
- Anthony Sabitsky – Woodbury office

B. SJTPO main point of contact will be:

- William M. Tambussi
- Michael J. Watson

C. Attorneys with five years or more experience include:

- William M. Tambussi
- Joseph M. Nardi
- Mark P. Asselta
- Susan M. Leming
- Louis R. Lessig
- William F. Cook
- Joseph G. Antinori
- Michael J. DiPiero
- Michael J. Miles
- Michael J. Watson
- Kathleen E. Dohn
- Therese Taraschi
- Andrew S. Brown

D. Firm's experience in practice area:

See Section II above and Response to RFP 3.0(B).

E. Qualifications of each attorney:

Biographical information for each attorney is attached as Attachment A.

F. Roles of attorneys in litigation matters:

Partners would be responsible and assigned for every matter. Work would be allocated among attorneys on a case-by-case basis.

REAL ESTATE LAW, LAND USE PRACTICE AND ENVIRONMENTAL LAW
(Approx. 10% of Firm's Practice)

A. Attorneys practicing in this area include:

- Mark P. Asselta – Woodbury office
- Beth L. Marlin – Woodbury office
- Joseph T. Carney – Westmont office\
- Janine M. Leicht – Woodbury office
- Anthony Sabitsky – Woodbury office

B. SJTPO main point of contact will be:

- Mark P. Asselta

C. Attorneys with five years or more experience include:

- Mark P. Asselta
- Beth L. Marlin
- Joseph T. Carney
- Janine M. Leicht

D. Firm's experience in practice area:

See Section II above and Response to RFP Section 3.0(B)

E. Qualifications of each attorney:

Biographical information for each attorney is attached as Attachment A.

F. Roles of attorneys in litigation matters:

Partners would be responsible and assigned for every matter. Work would be allocated among attorneys on a case by case basis.

COMMERCIAL AND CONSTRUCTION LITIGATION PRACTICE
(Approx. 20% of Firm's Practice)

A. Attorneys practicing in this area include:

- Paul Mainardi – Woodbury office
- Stephen G. Wolschina – Woodbury office
- Stephen J. DeFeo – Westmont (main) office
- Joseph M. Garemore – Woodbury office

- Donald K. Ludman – Woodbury office

B. SJTPO main point(s) of contact will be:

- Paul Mainardi
- Stephen J. DeFeo

C. Attorneys with five years or more experience include:

- Paul Mainardi
- Stephen J. DeFeo
- Joseph M. Garemore
- Donald K. Ludman

D. Firm's experience in practice area:

See Section II above and Response to RFP Section 3.0(B). In addition, the firm recently represented the SJTPO's affiliate, the South Jersey Transportation Authority, in the matter docketed as South Jersey Transportation Authority v. Sambe Construction Co., et al., ATL-L-1012-18, wherein the Authority sought recovery under a maintenance bond and breach of contract in connection with building leaks and HVAC issues related to the construction of the Aircraft Rescue and Fire Fighting Facility. In 2021, our office negotiated a settlement approaching \$1 Million on the Authority's behalf, which was approved unanimously by the Authority's Board of Commissioners.

E. Qualifications of each attorney:

Biographical information for each attorney is attached as Attachment A.

F. Roles of attorneys in litigation matters:

Partners would be responsible and assigned for every matter. Work would be allocated among attorneys on a case-by-case basis.

GENERAL LITIGATION PRACTICE

(Approx. 10% of Firm's Practice)

A. Attorneys practicing in this area include:

- William M. Tambussi – Westmont (main) office
- Mark P. Asselta – Woodbury office
- Stephen J. DeFeo – Westmont (main) office
- Steven G. Wolschina – Woodbury office
- Susan M. Leming – Westmont (main) office
- Louis R. Lessig – Westmont (main) office

- Shawn C. Huber – Woodbury office
- William F. Cook – Westmont (main) office
- Joseph G. Antinori – Westmont (main) office
- Michael J. DiPiero – Westmont (main) office
- Gina M. Roswell – Westmont (main) office
- Michael J. Watson – Westmont (main) office
- Kathleen E. Dohn – Westmont (main) office
- Therese Taraschi – Westmont (main) office
- Andrew S. Brown – Westmont (main) office

B. SJTPO main point of contact will be:

- William M. Tambussi
- Stephen J. DeFeo

C. Attorneys with five years or more experience include:

- William M. Tambussi
- Stephen J. DeFeo
- Steven G. Wolschina
- Susan M. Leming
- Louis R. Lessig
- Shawn C. Huber
- William F. Cook
- Michael J. DiPiero
- Gina M. Roswell
- Michael J. Watson
- Kathleen E. Dohn
- Joseph G. Antinori
- Therese Taraschi
- Andrew S. Brown

D. Firm's experience in practice area:

See Section II above and Response to RFP Section 3.0(B)

E. Qualifications of each attorney:

Biographical information for each attorney is attached as Attachment A.

F. Roles of attorneys in litigation matters:

Partners would be responsible and assigned for every matter. Work would be allocated among attorneys on a case by case basis.

APPELLATE LITIGATION

(Approx. 10% of Firm's Practice)

A. Attorneys practicing in this area include:

- William M. Tambussi – Westmont (main) office
- Stephen J. DeFeo – Westmont (main) office
- Mark P. Asselta – Woodbury office
- Susan M. Leming – Westmont (main) office
- Louis R. Lessig – Westmont (main) office
- William F. Cook – Westmont (main) office
- Gina M. Roswell – Westmont (main) office
- Joseph G. Antinori – Westmont (main) office
- Michael J. Watson – Westmont (main) office
- Kathleen E. Dohn – Westmont (main) office

B. SJTPO main point of contact will be:

- William M. Tambussi
- Michael J. Watson

C. Attorneys with five years or more experience include:

- William M. Tambussi
- Stephen J. DeFeo
- Mark P. Asselta
- Susan M. Leming
- Louis R. Lessig
- William F. Cook
- Gina M. Roswell
- Joseph G. Antinori
- Michael J. Watson
- Kathleen E. Dohn

D. Firm's experience in practice area:

See Section II above and Response to RFP Section 3.0(B). In addition, the firm has represented the SJTPO's affiliate, the South Jersey Transportation Authority, in the following General Litigation matters over the last five (5) years:

- Zisa v SJTA, ATL-L-2703-18 (defense of personal injury action arising from motor vehicle accident involving Authority employee and pedestrian)

- **Morton v. SJTA, CAM-L-1294-17** (defense of personal injury action arising from motor vehicle accident involving Authority employee and resulting in substantial injuries to plaintiff)
- **Miller v SJTA, CAM-L-164-18** (defense of personal injury action arising from head-on motor vehicle accident involving Authority employee and plaintiff)
- **Lincoln v SJTA, CAM-L-3498-19** (defense of personal injury action arising from passenger on Authority bus falling out of seat and suffering multiple injuries)

E. Qualifications of each attorney:

Biographical information for each attorney is attached as Attachment A.

F. Roles of attorneys in litigation matters:

Partners would be responsible and assigned for every matter. Work would be allocated among attorneys on a case by case basis.

WORKER'S COMPENSATION LAW
(10% of Firm's Practice)

A. Attorneys practicing in this area include:

- William T. Freeman – Haddonfield office
- Eric E. Fingerman – Woodbury office
- Karen M. McGuinness – Haddonfield office
- Stephanie L. Meredith – Haddonfield office
- Michele G. Haas – Haddonfield office
- Eleanor M. Hoechst – Haddonfield office
- Shealtiel Weinberg – Haddonfield office
- Alfred P. Vitarelli - Haddonfield Office
- Hal Neeman – Haddonfield Office
- Judith A. Millman – Haddonfield Office
- Alexis Malandro - Haddonfield Office
- Katina E. Chase – Haddonfield Office
- Igor Levenberg – Haddonfield Office
- Madison T. Rupert – Haddonfield Office
- Kaitlyn V.R. Sibley – Haddonfield Office

B. SJTPO main point of contact will be:

- William T. Freeman

C. Attorneys with five years or more experience include:

- William T. Freeman – Haddonfield office
- Eric E. Fingerman – Woodbury office
- Karen M. McGuinness – Haddonfield office
- Stephanie L. Meredith – Haddonfield office
- Michele G. Haas – Haddonfield office
- Eleanor M. Hoechst – Haddonfield office
- Shealtiel Weinberg – Haddonfield office
- Alfred P. Vitarelli - Haddonfield Office
- Hal Neeman – Haddonfield Office
- Judith A. Millman – Haddonfield Office
- Igor Levenberg – Haddonfield Office

D. Firm's experience in practice area:

See Section II above and Response to RFP Section 3.0(B)

E. Qualifications of each attorney:

Biographical information for each attorney is attached as **Attachment A**.

F. Roles of attorneys in litigation matters:

Partners would be responsible and assign matters.

IV. OTHER QUALIFICATION INFORMATION

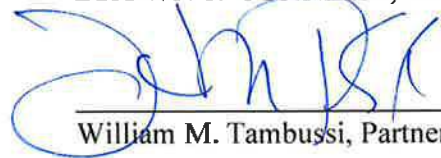
- A. Neither the firm nor any individuals assigned to this engagement are disbarred, suspended, or otherwise prohibited from professional practice by any federal, state or local agency. Nor has anyone been convicted of or had a judgment against them as noted in the RFP and all will remain in good standing for the bar(s) where they are licensed.
- B. The firm is not presently aware of any potential conflicts of interest related to our proposed representation of the Fund.
- C. The firm has malpractice insurance and employer liability insurance in accordance with New Jersey law. Copies of Certification(s) of Insurance are attached as required by the RFP.

V. CHECKLIST AND REQUIRED INFORMATION AND DISCLOSURES

All documentation is attached as required by the RFP.

Respectfully submitted,

BROWN & CONNERY, LLP



William M. Tambussi, Partner

SOUTH JERSEY TRANSPORTATION PLANNING ORGANIZATION

RESOLUTION 2405-13: Approving the Selection of Brown & Connery, LLP for SJTPO General Legal Counsel

WHEREAS, The South Jersey Transportation Planning Organization (SJTPO) is the Metropolitan Planning Organization (MPO) designated under Federal Law for the southern region of New Jersey including Atlantic, Cape May, Cumberland, and Salem Counties; and

WHEREAS, the Fiscal Year 2025 SJTPO Unified Planning Work Program (UPWP) includes Federal Highway Administration planning funds for Legal Services; and

WHEREAS, services of General Legal Counsel do not constitute Engineering or Architectural Services pursuant to PL 92-582 of 1972, known as the “Brooks Act”; and

WHEREAS, acting in the capacity of Administrative Host, SJTA solicited proposals, on behalf of SJTPO, from qualified firms to provide General Legal Counsel services, using the procurement procedures of the South Jersey Transportation Authority; and

WHEREAS, the Notice of Availability of Requests was advertised on Bid Express, in The Press of Atlantic City, and The Courier Post; and

WHEREAS, the Request for Proposal (RFP) announcement was also posted on the publicly accessible SJTPO website; and

WHEREAS, one (1) proposal was received; and

WHEREAS, the Consultant Selection Committee consisting of SJTA and SJTPO staff at their May 7, 2024, meeting unanimously recommended the firm of Brown & Connery, LLP of Westmont, New Jersey to serve as the SJTPO General Legal Counsel; and

WHEREAS, SJTPO desires to enter into an Agreement with Brown & Connery, LLP of Westmont, New Jersey for the provision of General Legal Counsel services for a term of one (1) year with a mutually agreeable one-year extension in accordance with the fee schedules set forth in the RFP; and

WHEREAS, Legal fees for General Legal Counsel will be paid from SJTPO’s Operating/Direct Expenses in the FY 2025 UPWP, as Line Item 57001 Legal Services for \$15,000; and


NOW, THEREFORE, BE IT RESOLVED, that the Policy Board of the South Jersey Transportation Planning Organization hereby approves the selection of Brown & Connery, LLP of Westmont, New Jersey to provide General Legal Counsel services; and

BE IT FURTHER RESOLVED, that the Policy Board authorizes the Executive Director to execute the scope of work and cost modifications to the original contract amount, provided that funding is available and such modifications have been approved by the NJDOT, SJTA, and the SJTPO.

BE IT FURTHER RESOLVED, that the Policy Board requests that the South Jersey Transportation Authority execute the appropriate contractual arrangements with the law firm on behalf of SJTPO.

Certification

I hereby certify that the foregoing is a correct and true copy of a resolution adopted by the Policy Board of the South Jersey Transportation Planning Organization at its meeting on May 28, 2024.



John W. Risley, Secretary/Treasurer