

Speaker Biographies

Taylor Law at 50

May 11, 2018 | 10:10 a.m. – 11:00 a.m.

Concurrent One:

Improper Practice Charges and Collective Bargaining:
Duty Satisfaction, Contract Reversion and Waiver

JONATHAN D. RUBIN

Jonathan D. Rubin has been a professional advocate for public sector unions since 1995. He has been employed by NYSUT as a Labor Relations Specialist from 2000-2015 working in both the Elmsford Regional Office covering the lower Hudson Valley and in the Suffolk Regional Office. In September 2015, Mr. Rubin was promoted to the position of Director of Field and Affiliate Services in which he oversees and administers NYSUT's statewide program of labor relations support for its more than 1,300 affiliated local unions and their 630,000 members. Prior to joining NYSUT, Mr. Rubin performed similar duties as a Labor Relations Specialist with the Civil Service Employees Association in its Long Island office and also as a Uniserv Representative with the Connecticut Education Association representing teachers unions in Greenwich and Stamford, CT.

As a field advocate for over 20 years, Mr. Rubin routinely represented local unions in collective bargaining, grievance arbitration and before state and federal agencies, along with providing training and leadership development for activists.

In addition to the traditional role of supervising field staff operations, Mr. Rubin is heavily involved in organizational development activities, including the use of strategic planning to drive goal setting and measurement.

From 2012-15, Mr. Rubin was also a Board member of the Long Island Chapter of Labor and Employment Research Association (LERA.) LERA is a national organization founded to promote discussion, analysis and discourse of issues among all stakeholders and practitioners in the sphere of labor relations.

DOUGLAS E. GERHARDT

Douglas has a diverse statewide practice focusing on labor and employment law, particularly representing school districts in a wide range of issues, including general education matters, labor and human resources. Douglas serves as general counsel, special counsel and public sector labor counsel to school districts across New York state, including some of the largest.

He frequently advises clients on complicated employment issues, student matters, First Amendment free speech issues and common business practices. Douglas is integrally involved in counseling on new laws and rules impacting educational institutions and is a frequent lecturer on legal issues affecting school districts, public employers and labor relations.

Douglas also works with not-for-profit corporations on a range of solutions, from day-to-day legal issues to more nuanced matters involving governance and policy development. He has formed numerous not-for-profits including successfully navigating through the Internal Revenue Service's 501(c)(3) charitable exemption process.

An integral aspect of Douglas's practice is his extensive experience drafting and negotiating contracts for public and private sector clients. Douglas is frequently called upon to assist others in the firm on these matters, as well as take the lead.

Douglas is familiar with representing clients in litigation in multiple forums including courts as well as before a variety of state government agencies, including the New York State Division of Human Rights, New York State Education Department, the state Liquor Authority, the Attorney General's Office and Comptroller's Office.

Douglas taught Education Law for many years, first at the Thelma P. Lally School of Education at The College of St. Rose and more recently at Union Graduate College, now part of Clarkson University.

Prior to joining Harris Beach, Douglas was general counsel to the New York State Council of School Superintendents where he supervised all aspects of the organization's legal services. He negotiated contracts, worked through complicated public employment and school law issues as well as offered discrete counsel on personnel matters. He was integrally involved in the implementation of new rules impacting school district audits and retiree hiring practices. In 2006, Douglas oversaw the council's involvement as amicus curiae before the United States Supreme Court in *Arlington Central School District Board of Education v. Murphy*, 548 U.S. 291 (2006). Before working at the council, Douglas was director of government relations and assistant counsel for the School Administrators Association of New York State (SAANYS), litigating matters for administrators in disciplinary actions, court and Public Employment Relations Board proceedings, as well as collective bargaining. He also served as SAANYS' chief lobbyist and liaison on all government relations matters. Douglas began his legal career as counsel to Assembly Speakers Saul Weprin and Sheldon Silver.

MONTE KLEIN

Monte Klein, Esq. is currently an arbitrator and mediator of labor relations disputes. He was the Director of Public Employment Practices and Representation at the New York State Public Employment Relations Board from 1996-2016 and an administrative law judge at PERB from 1978-1996. He has also served as Impartial Chair of the Waterfront Commission Employment Relations Panel for the Waterfront Commission of New York Harbor from 2008-2016. Monte is a member of the PERB public and private sector grievance arbitration panels and is named as a permanent umpire in several collective bargaining agreements. Monte received his J.D. from Albany Law School of Union University in 1978 and a B.S. degree from the New York State School of Industrial and Labor Relations at Cornell University.

MELANIE WLASUK

Melanie Wlasuk is Director of the Office of Public Employment Practices and Representation at the New York State Public Employment Relations Board. Prior to becoming Director in 2016, she was an Administrative Law Judge at PERB for 9 years.