KENNETH R. DeSTEFANO, Esq.

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DeStefanoArbitration@gmail.com

PROFESSIONAL SUMMARY

Attorney with twenty-four (24) years of total experience in the field of employee and labor relations. Twelve (12) years were representing management and twelve (12) representing labor.

Director of Employee and Labor Relations at Icahn School of Medicine at Mount Sinai after holding the same position at New Jersey Institute of Technology. Oversaw employee counseling and discipline investigation and implementation, managed ADA, FMLA, and EEOC claims, processed grievances involving Post-Docs, Grad Students, Adjuncts, Faculty, Engineering Personnel, and Police. At NJIT, Deputy Title IX Officer for allegations regarding employees.

Labor Relations Specialist for NYSUT from 2009 to 2021. Chief negotiator for over fifty (50) contract settlements, including numerous negotiations involving mediation and handled a wide range of grievances related to the K-12 educational environment. As NYSUT statewide health insurance resource testified before a Joint Committee of the NYS Assembly and Senate regarding single payer health and serving as an expert witness in an arbitration.

Assistant County Attorney for Rockland County responsible for labor matters for the Sheriff's Department. Handled contract and just cause arbitrations, managed disciplinary investigations and penalties, and New York GML 207-c claims accruing from work-related injuries.

ISSUES

*Contract Interpretation	*Discipline	*NY GML §207-c
*Arbitrability	*ADA	*FMLA
*Title IX	*Discrimination/Harassment	*Health Insurance

INDUSTRIES

*Private Sector/NLRB	*NY PERB	*NJ PERC
*K-12 Education	*Higher Ed. & Grad. Schools	*Police/Peace Officers
*Corrections Officers	*Nursing & Hospitals	*Municipal Government

ELR EXPERIENCE

Mt. Sinai School of Medicine ***New York, NY***
Director–Employee & Labor Relations *March 2025-June 2026*

- Discipline & Counseling: Advised managers regarding counseling/disciplinary matters;
- Negotiations: Team member for negotiation of first contract for two new unions; and,
- Grievances: Processed and administered union grievances.

New Jersey Institute of Technology ***Newark, NJ***
Director–Employee & Labor Relations *November 2021-March 2025*
Deputy Title IX Coordinator

- Arbitrations: Managed arbitration preparation for the university;
- Negotiations: Chief Negotiator in charge of bargaining eight (8) CBA's;
- Deputy Title IX Officer: Handled Title IX allegations involving employees; and,
- Employee Relation: Enforced policies related to FMLA, ADA, and EEOC.

New York State United Teachers ***Tarrytown, New York***
Labor Relations Specialist *April 2009-November 2021*

- Labor Relations: Represented local unions in labor relations matters; and,
- Collective Bargaining: Chief Negotiator for local unions throughout negotiations.
- Health Insurance Specialist (2017-2019): Testified before a Joint Committee of the NYS Senate & Assembly regarding single-payer health and as expert witness in a coverage dispute.

Rockland County Department of Law ***New City, New York***
Assistant County Attorney *November 2002-March 2009*

- Rockland County Sheriff Counsel: Counseled on all aspects of labor relations matters such as grievances, disciplinary actions, PERB matters, GML 207-c, and the ADA, FMLA

OTHER LEGAL EXPERIENCE

Schwartz & Silverstein, LLP *2000-2002*
Pomerantz Haudek Block Grossman & Gross LLP *1999-2000*
Windels Marx Davies & Ives *1997-1999*

ADJUNCT PROFESSORSHIPS

St. Thomas Aquinas College *Spring 2021*

EXPERIENCE JUDGING COMPETITIONS

ABA NAAC Regional *2026*
ABA Negotiation Competition *2025*
Fordham National Basketball Negotiation Competition *2023, 2024, 2025*

EDUCATION

New York University School of Law, NY, NY *Juris Doctor*
Boston College, Chestnut Hill, MA *B.A. Economics, Philosophy*

BAR ADMISSIONS

New York State: First Department *1998*
New Jersey State: *1998*
District Courts of New York and New Jersey

ARBITRATION TRAINING

Scheinman Institute at Cornell ILR, Foundations of Arbitration, 2026
Attorney Fee Dispute Arbitration, March 2026
New England Consortium of State Labor Relations Agencies

Fee Schedule

Preparation of Opinion & Award:	$2,000/day
Cancellation:	$2,000/day
Cancellation Period:	14 Calendar Days
Comment:	Actual Travel Related Expenses Mileage at IRS Prevailing Rate And Subsistence Will be Charged