

**JOHN C. ALFANO**

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**CURRENT/FORMER POSITIONS**

Labor Arbitrator - Labor arbitrator since 1987; on the rosters of the AAA, FMCS, Mass. Board of Conciliation and Arbitration, PA PLRB, NJPERC and the AAA roster for teacher dismissal appeals for New York State; former permanent arbitrator Maine Turnpike Authority/MSEA/SEIU; former permanent reclassification arbitrator for State of Maine and MSEA/SEIU.

Labor Mediator – Former Labor mediator for Maine Labor Relations Board from October 1984 to December 2016, mediating cases in the public sector at all levels of government, including cities and towns, school districts, higher education, county and state government; in the private sector for paper, electrical generation and co-generation, security services, manufacturing; permanent grievance mediator for Regional Waste Systems and the International Union of Operating Engineers Locals 4 & 877; USPS REDRESS Mediator; former permanent grievance mediator Maine Turnpike Authority and MSEA/SEIU.

Commercial Arbitrator and Mediator - Former member of Maine Superior Court mediation and arbitration roster; experience in real estate, construction, waste treatment, and employment disputes.

Trainer - Taught labor relations and labor arbitration at privately sponsored workshops and through the University Of Southern Maine Department Of Community Programs.

Interns - Introduce undergraduate students from University of Southern Maine, and Penn State University to labor relations from the arbitrator's, and labor and management advocates' perspectives. Students receive academic credit.

**OTHER WORK EXPERIENCE**

1968-1971 Science Teacher in Port Jervis Central School District, Port Jervis New York.  
1971-1983 Field Staff Person for the Maine Education Association.  
1983-1994 Real estate developer and builder, owner of several companies.

**EDUCATION**

Bachelor's Degree in Biology from East Stroudsburg University (PA); Associates Degree in Pre-Pharmacy from Keystone College; attended Temple University College of Pharmacy; Graduate study at East Stroudsburg University.

**PROFESSIONAL ORGANIZATIONS**

Labor and Employment Relations Association - former President of Central Pennsylvania Chapter; founder of LERA Maine, former president and board member for combined total of 8 years.

Maine Association of Mediators - Past president (2 years) and former board member (10+ years).

National Academy of Arbitrators – Member since June 25, 2016

**COMMUNITY SERVICE**

Board of Overseers of the BAR - Public member of Grievance Commission; former Fee Arbitration Commission.

Community Service – former Historic Preservation Commission; former Chairman of Board of (tax) Assessment Review; former Chairman of Zoning Board of Appeals.