

# BENNET D. ZUROFSKY

Attorney at Law

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## **Curriculum Vitae**

### Legal Specialties

Labor-Management Relations Law; Employment Law; Constitutional Law; Legal Ethics; Taft-Hartley Funds; Civil Rights Law; Litigation; Acting as a Neutral (Special Master, Arbitrator, Mediator).

### Bar Admissions

New Jersey (1979); U.S. Supreme Court (2002); U.S. Courts of Appeals: Third Circuit (1979), D.C. Circuit (1982); U.S. District Courts: District of New Jersey (1979), Southern District of New York (2000), Eastern District of New York (2000).

### Representative Clients

New Jersey State Industrial Union Council; Sheetmetal Workers Local 25, SMART; People's Organization for Progress; Union of Rutgers Administrators, AFT Local 1766; individual whistleblower and civil rights plaintiffs.

### Employment

Legal: Solo Practice, Newark and Montclair, New Jersey, 2008 - present

Managing Partner, Reitman Parsonnet, P.C., Newark, New Jersey, 1982 -2008

Associate, Greenbaum, Greenbaum, Rowe & Smith; Woodbridge,  
New Jersey 1981–1982

Adjunct Professor, Rutgers Law School – Newark, 1982 - 2002

Law Clerk, Hon. Harold A. Ackerman, United States District Judge,  
Trenton and Newark, New Jersey 1979–81

Other: Folksinger, self-employed, 1973–1979

### Education

Law School: Rutgers Law School - Newark, J.D., 1979; Alumni  
Senior Prize, 1979; Research Editor, Rutgers Law  
Review, 1978-79; Editor, Women's Rights Law  
Reporter, 1978-79

College: Rutgers University - New Brunswick, A.B. with  
Honors, 1973; Henry Rutgers Scholar; Managing  
Editor, Rutgers Daily Targum

High School: West Orange Mountain High School, 1969; National  
Merit Scholar

### Professional Appointments

Special Master, United States District Court for the District of New Jersey (Harold  
A. Ackerman, U.S.D.J.) in prisoner's rights litigation regarding Essex County, N.J.  
and City of Newark Jails, 1988 - 2008.

Special Master, United States District Court for the District of New Jersey  
(Dickinson R. Debevoise, U.S.D.J.) in juvenile detainees' rights litigation regarding  
the Essex County Youth House, 1994 -2009.

Counsel to Court-appointed Trustee, U.S. v. Local 560, the first RICO case in the  
country wherein a trustee was appointed to administer a union local, 1986 - 1995.

Counsel to Court-Appointed RICO Administrator. ILA 1588 (Bayonne, NJ) 2003 -  
2009.

Chair, Supreme Court of New Jersey District Ethics Committee for Essex County District V-B, 1999-2000, Vice-Chair 1998-1999, Member, 1996-1998.

Mediator, New Jersey Superior Court compulsory mediation program, Essex, Union, Passaic and Hudson Counties, 2000 - 2012.

### Professional Associations

New Jersey State Bar Association, Section of Alternate Dispute Resolution, Member of Executive Committee, 1998-2009; Section of Labor and Employment Law, Member of Executive Committee, 1988 - 1991

AFL-CIO Union Lawyers Alliance f/k/a AFL-CIO Lawyers Coordinating Committee, Member of National Advisory Board, 1992 - 1995.

Founding Master of The Sidney Reitman Employment Law American Inn of Court, 1991 - 1997

National Employment Lawyers Association, Member of National Amicus Advisory Council, 2007 – 2017, Member of Ethics and Sanctions Committee, 2005 - 2019.

National Employment Lawyers Association-New Jersey Member of Executive Committee, 1990 - 1996, Member of Amicus Committee, 1994 – present, Chair 1997-1998.

The Association of the Federal Bar of the State of New Jersey

American Bar Association, Section of Labor and Employment Law, Section of Individual Rights and Responsibilities

National Lawyers Guild

### Professional Honors

Listed in "Top Lawyers, New Jersey Attorneys Name Their Favorite Lawyers," New Jersey Monthly cover stories (1997 – current edition)

Listed in The Best Lawyers in America (Woodward/White, Inc.; Aiken, So. Car.) (1997 - current editions)

Listed in Super Lawyers (2007 – present), subject of feature article in New Jersey Super Lawyers Magazine, March 2008.

Martindale Hubbell AV Preeminent Rating (1989 – present).

Recipient of "Employees Best Friend" Award from New Jersey Plaintiff Employment Lawyers Association (now known as NELA-NJ), 1996, for work leading to revision of RPC 4.2 and related rules.

Recipient of Hope Shapiro Bread and Roses Award from New Jersey Peace Action, 2002, for work in support of those whose civil liberties are under attack.

Recipient of NJ Work Environment Council Award, 2005, for career achievement in helping to win precedent-setting legal fights for unions, employees and civil rights and for being the founding director of the Solidarity Singers.

Recipient of Special Recognition and Appreciation Award from the American Labor Museum/Botto House National Landmark, 2006, for the tireless hours dedicated to the workers' cause as an attorney and musical director of the Solidarity Singers

Recipient of Recognition Award from New Labor, 2011, for "protecting our right to organize."

Recipient of Local Hero Award from the Essex County Society for Ethical Culture, 2018.

### Educational Activities

Adjunct Faculty, Rutgers Institute of Labor-Management Relations, New Brunswick, Teacher of Labor Law and History course for Union Leadership Academy; lecturer on various topics as part of one-day programs, 1981 - present

Featured Speaker, AFL-CIO Lawyers Coordinating Committee, National Conference, 2001, 2009; Northeast Regional Conference 1997

Featured Speaker, N.J.I.C.L.E., 1997 Labor Law Forum; 1999 Labor Law Forum; 1999 Bankruptcy Bench-Bar Conference

Featured Speaker, ABA Section of Labor and Employment Law - Committee on Development of the Law Under the National Labor Relations Act, Annual Midwinter Meeting - 1987, 1988, 1990, 1992;

Committee on Employment Rights and Responsibilities, Annual Mid-Winter Meeting -2004

Featured Speaker, NLRB Region 22 Annual Conference, 1985, 1993, 2006, 2014.

Featured Speaker, N.E.L.A. National Convention, 2003, 2005, 2007, 2008.

Featured Speaker, NELA-NY Fall Conference 2016.

Featured Speaker, NELA-NJ Annual Conference 2020.

### Publications

“Inflate That Rat and Hand Me a Picket Sign – Section 8(b)(4)’s Ban on Secondary Picketing Appears to be Unconstitutional”, New Jersey Labor and Employment Law Quarterly (NJSBA), Vol. 33, No. 2, p. 17 (2012)

"Amendments To R.P.C. 1.13, 4.2 and 4.3 Are A Welcome Change," New Jersey Labor and Employment Law Quarterly (NJSBA), Vol. 20, No. 3, p. 8 (1997)

"WARN and Bankruptcy," Section 6 of Litigating the WARN Act: A Practitioner's Guide, NLG/Sugar Law Center (Detroit) (1993)

Everything Old Is New Again: Company Unions in the Era of Employee Involvement Programs, 8 The Labor Lawyer (ABA) 381 (1992)

Repudiation of Collective Bargaining Agreements in Bankruptcy -A Practical History and Guide for Union Representatives, 3 The Labor Lawyer (ABA) 809 (1987)

Note, Should Minorities and Women Be Included Reverse Discrimination Litigation? A Consideration of Federal Rule of Civil Procedure 19, 5 Women's Rights Law Reporter 165 (1979)

Comment, Constitutional Law-Privacy Torts -First Amendment Does Not Privilege Violation of Rights of Publicity -Zacchini v. Scripps-Howard Broadcasting Co.; 31 Rutgers Law Review 269 (1978)

Federal Legislation Series, 15 columns on various newly-passed Federal Statutes and Regulations, New Jersey Law Journal and syndicated nationally 1977 - 1978

Book and Record Reviews in *Sing Out! The Folk Song Magazine*, 1996-2003.

How to Take a Case Before the NLRB (BNA) Chapter 26, *Ethics and Misconduct*, Annual Supplement, Seventh Edition, 2003 – present (*Chapter Editor/Co-Author*).

The Developing Labor Law (BNA) Annual Supplements and Third Edition, 1982 – 2000, 2017 - present (*Contributing Editor*).

### Civic Activities

Director, the Solidarity Singers of the New Jersey Industrial Union Council, 1996 – present.

Democratic District Committeeman, Maplewood, New Jersey, 1991 – 1993, 2008 - present.

Arts Maplewood (Municipal Cultural Commission), Trustee, 1993 – 2010, Maplewood, New Jersey.

Community Access Unlimited f/k/a Association for the Advancement of the Mentally Handicapped (AAMH), President & Executive Board Member, 1983 - 1993 Elizabeth, New Jersey.

YM-YWHA of Union County, Vice President & Executive Board Member, 1985 - 1996, General Counsel, 1996 – present, Union, New Jersey.

*Sing Out! The Folk Song Magazine*, Corporate Secretary and Board of Directors Member, 1993 - 2007, Bethlehem, Pennsylvania.

Folk Music Society of Northern New Jersey, President & Executive Board Member, 1971-1980, Maplewood, New Jersey.

### Personal

Born March 10, 1951

Married to Susan J. Vercheak, Associate General Counsel, Utility Affairs, Consolidated Edison Company of New York, Inc.

Father of twins, Hannah Vercheak Zurofsky of Montpelier, Vermont & Samuel Vercheak Zurofsky of Kerhonkson, New York

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