

EDUCATION

Rutgers University School of Law, Newark, NJ
J.D. 1989

Columbia University, Teachers College, New York, NY
M.A. Personnel (Organizational) Psychology, 1980

New York University School of Continuing Education, New York, NY
Courses in Equal Employment Opportunity/Affirmative Action; Personnel Practices, 1976

College of Mount Saint Vincent, Riverdale, NY
B.A. History and Political Science, 1971

BAR MEMBERSHIPS

New York, New Jersey, U.S. District Court for the District of New Jersey, U.S. District Courts for the Southern and Eastern Districts of New York

PROFESSIONAL EXPERIENCE

Regina Waynes Joseph, Attorney At Law, West Orange, NJ 1995 - Present

Represent public, private sector corporations and individuals in labor and employment litigation, corporate and not-for-profit, education, civil rights and entertainment law. Litigate civil rights, employment discrimination and termination, intellectual property and contract cases before administrative agencies, state and federal courts. Hearing Officer for municipalities in major disciplinary cases; certified mediator in federal district court cases; Member, National Roster of Neutrals, American Arbitration Association; Member, NYC Contract Dispute Resolution Board; administrative investigation of sexual harassment; day to day advice in personnel matters for public and multi-state private corporations.

Sumners George, P.C., Trenton, NJ 2007 – 2008
Of Counsel

Represented school boards in labor and employment related litigation, including tenure charges and contested appeals before the New Jersey Commissioner of Education. Drafted and negotiated vendor contracts for school boards; advised school districts on day to day legal issues. Firm dissolved upon appointment of both name partners to the judiciary.

Orange Municipal Court, Orange, NJ 2006 - 2007
Temporary Judge

Part-time temporary judge of court of limited jurisdiction responsible for adjudicating motor vehicle violations, unindictable minor criminal offenses and municipal ordinance offenses.

Murray Murray & Corrigan, Little Silver, NJ
Attorney

1990 - 1995

Represented public and private sector corporations in labor and employment related litigation, as well as general practice matters. Conducted labor negotiations, grievance arbitrations, scope of negotiations, representation issues, unfair labor practices and litigated employment discrimination cases for employers with non-represented and multi-union civilian and uniformed employees.

National Urban League, Inc., New York, NY
Associate Director, Programs and Field Services

1986 - 1989

Assisted the Vice President in managing the Programs and Training Departments and the relationship between the National Urban League and its 113 affiliates in 34 states and the District of Columbia. Provided technical assistance to affiliate C.E.O.s and Board members in crisis management, state and federal obligations and other aspects of corporate governance. Coordinated meetings, conferences, and training seminars in and outside of the United States.

The City of East Orange, East Orange, NJ
Compliance Officer

1985 - 1986

Directed the Office of Affirmative Action in final year of Mayor's term of office. Monitored contracts and works in progress between the city and private businesses to ensure compliance with minority business and worker participation in construction projects. Member of Mayor's Cabinet.

The Business Employment Foundation, Paterson, NJ
Associate Director

1983 - 1984

Developed and managed employment and training programs for operating foundation of Henry Taub, founder of Automatic Data Processing, until foundation changed structure. Initiated and formulated legislative and public policy positions respecting economic development and employment training.

National Urban League, Inc., New York, NY
Director, Older Worker Employment Program

1980 - 1981

Managed a one-year national demonstration program which placed older adults in private sector jobs in Birmingham, AL and Rochester, NY. Provided technical assistance to field staff. Designed seminars for corporations regarding age discrimination in employment and retention of older workers.

Urban League of Essex County, Newark, NJ
Director, Economic Development and Employment

1977 - 1980

Designed and administered federal and private funded employment and training programs which were replicated nationwide. Assisted employers in designing affirmative action plans and fulfilling affirmative action goals. Managed the Minority Employment Service, a personnel placement unit of the department.

Public Service Employment Program, Newark, NJ
Senior Personnel Specialist

1974 – 1977

Conducted job analysis studies of workers' job functions, traits and qualifications required.
Evaluated programs to determine accomplishments and deficiencies against contractual benchmarks.

Columbia University, New York, NY

1971 – 1973

Counselor/Coordinator, Supportive Services

Planned and supervised student intake procedures for adult students in community education program; coordinated academic, vocational counseling, class monitoring and supportive services.

CONSULTING EXPERIENCE

(Selected Listing)

Caliente Media, West Orange, NJ

2006 – Present

Founded by Regina Wayne Joseph to provide public relations and marketing services for clients in the entertainment industry.

Columbia University, Teachers College, Institute for Life Coping Skills, NY, NY

1979 - 1997

Served as research associate and consultant for Senior Professor and Director of Institute (now 501(c)(3)) evaluating the utilization and effectiveness of a video-based career development counseling program installed in diverse institutions nationwide and used by structurally unemployed adults and youth. Trained administrators and counselors in program use; on-site technical assistance to service providers; presentations to state, federal and institutional providers and funders in appropriate use of program.

National Urban League, Inc., New York, NY

1980; 1996 - 1997

Developed program designed to assist older workers reenter the labor market and wrote proposal for federal funding. Assessed effective school-to-work practices in five affiliate cities, Minneapolis, Sacramento, Portland, Atlanta and Cleveland, and wrote profiles of each program compiled as "*The National Urban League School-to-Work Five City Affiliate Profiles.*"

University of Medicine and Dentistry of New Jersey, Newark, NJ

1982; 1984

Acting Director of Affirmative Action and member of President's Cabinet, while Director was on leave, responsible for execution of Affirmative Action Plan affecting over 7000 employees statewide; implemented policies of equal employment, educational opportunity and minority business participation. Developed, secured funding, provided start-up management for a Health Skills Training Program.

Walter W. Stafford, Ph.D., New York, NY

1981 - 1982

Assisted in editing report on occupational segregation in New York City for the U.S. Equal Employment Opportunity Commission.

Theatre of Universal Images, Newark, NJ

1982

Planned and implemented public relations and promotional services for the play, *The Emperor Jones*.

Human Resources Management, Inc., Glen Ridge, NJ 1982
Designed a quality of work life program for the Safety Administration of Commonwealth of Pennsylvania.

West Side Citizens Development Corporation, Newark, NJ 1982
Developed media and community relations approach for marketing the corporation's model programs for revitalizing an urban community.

Vocational Foundation, Inc., New York, NY 1981
Designed a career training and placement program for minority youth in New York City.

163rd Street Improvement Council, Bronx, NY 1981
Developed grant application to support organization's residential development activities.

See annexed Vita Supplement of Regina Waynes Joseph for listing of Honors and Awards, Professional Associations, Board and Organization Memberships, Publications, Presentations and Testimony and related activities.

VITA SUPPLEMENT
OF
REGINA WAYNES JOSEPH, ESQ.

HONORS AND AWARDS

2011 Cited as *Living Legend*, Essex County College & Garden State Bar Association
2005 Oliver Randolph Award, Garden State Bar Association
2001 Professional Lawyer of the Year Award, New Jersey Commission on Professionalism in the Law & Garden State Bar Association
1991 African-American Mother of the Year, New York Carib News
1988 Who's Who Among American Law Students
1988-89, 1986-87, 1985-86 Elected Evening Class Representative of the Student Bar Association of Rutgers School of Law - Newark
1980 White House Conference on Small Business, Elected Delegate and Vice Chair of the New Jersey Delegation
1979 Cited as one of the Outstanding Young Women of America
1978 Social Activist Award, New York State Social Action Institute, Delta Sigma Theta, Inc.

PROFESSIONAL ASSOCIATIONS (Not currently financial in all professional associations)

American Bar Association
Black Entertainment and Sports Lawyers Association; Managing Editor, *BESLA BULLETIN* (1996 -1998)
Garden State Bar Association; President (2001-2002); Board of Trustees (1995-2003)
National Bar Association; Board of Governors (2002-2003); Elections/Voting Rights Task Force (2000 -2001)
New Jersey State Bar Association; Executive Committee Liaison, Labor & Employment Section
New York Association of Black Women Attorneys
New York State Bar Association

BOARD AND ORGANIZATION MEMBERSHIPS

Affirmative Action Review Council, East Orange, NJ (Former Member)
American Personnel and Guidance Association (Former Member)
Business Ownership for Minority Women Conference, Steering Committee (1979)
Center for Creative Education Advisory Board (1978-1980)
Civil Service Changes Coalition, Vice Chairperson (1974-1980)
Delta Sigma Theta Sorority, Inc., North Manhattan Alumnae Chapter
Essex County College, Cooperative Education Advisory Board (1978-1980)
Friendly Fuld Neighborhood Centers, Inc., Board of Trustees (Former Member)
National Association for the Advancement of Colored People
New Jersey Public Policy Research Institute, Board of Directors (1981-91); Treasurer, 1987-1989
Pamela C. Torres Day Care Center, Bronx, NY
United Way of Essex and West Hudson, Community Planning and Development Committee (1978 -1980)
Central YMCA, Inc., Orange, NJ, Board of Managers (Former Member)
YWCA of Montclair and North Essex, Board of Directors (Former Member)

PUBLICATIONS

"New Jersey's Issue With Race", Journal of Law and Social Challenges, University of San Francisco School of Law, 5 J.L. & Soc. Challenges 33 (Summer 2003).

"Testimony Before the New Jersey Senate Judiciary Committee Special Investigation Into Racial Profiling", New Jersey Lawyer Magazine, 209 N.J. Law. 44 (2001).

"Email, Vmail and Surfing the Net: If It's Personal...Don't Leave Home To Do It! (And If You Want To Leak It...Blow the Whistle in the Right Place)". New Jersey: New Jersey Institute for Continuing Legal Education, 1999.

"The National Urban League School-to-Work Five City Affiliate Profiles". New York: National Urban League, Inc., 1997.

"So You've Just Signed a Multimillion Dollar Athletic Contract. Are You Rich? Maybe." BESLA BULLETIN. New Jersey: Black Entertainment and Sports Lawyers Association, Spring and Summer Editions 1996.

"A Community Remembers". Blacks in New Jersey - 1983: Perspectives on Mount Laurel II. New Jersey: New Jersey Public Policy Research Institute, 1983.

"Employment". Blacks in New Jersey: 1981 Report. New Jersey: New Jersey Public Policy Research Institute, 1981.

"Minority Business Development". Blacks in New Jersey: 1981 Report. New Jersey: New Jersey Public Policy Research Institute, 1981.

"Employment". Blacks in New Jersey: 1980. New Jersey: New Jersey Public Policy Research Institute, 1980.

"Minority Business Development". Blacks in New Jersey: 1980. New Jersey: New Jersey Public Policy Research Institute, 1980.

PRESENTATIONS AND TESTIMONY

Presentor, 13th, 14th, 15th Amendments & You: Yesterday, Today & Tomorrow, Association of Black Women Lawyers of New Jersey, New Jersey Women Lawyers Association, Garden State Bar Association, Hon. Anne E. Thompson American Inn of Court, New Brunswick, NJ, February 24, 2011.

Presentor, Racial Profiling and its Impact on Seat Belt Enforcement, Leadership Institute for Mayors, National Conference of Black Mayors, Miami Beach, FL, December 13, 2002.

Panelist, Law and Public Safety and the Black Community, 20th Anniversary New Jersey Black Issues Convention, East Brunswick, NJ, October 4, 2002.

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Testimony before the New Jersey Senate Judiciary Committee, Proposed Consent Search Legislation, Trenton, NJ, May 9, 2002.

Panelist, Forum on Racial Profiling, Rowan University, Glassboro, NJ, February 19, 2002.

Panelist, Racial Profiling After 9/11, New York Association of Black Women Attorneys and Metropolitan Black Bar Association, U.S. District Court for the Southern District of New York, New York, NY, February 13, 2002.

Testimony before the New Jersey Senate Judiciary Committee Special Investigation on Racial Profiling, Trenton, NJ, April 9, 2001.

Panelist, Employment Torts: It Ain't Just Discrimination!, New Jersey Institute for Continuing Legal Education, New Brunswick, New Jersey, June 12, 1999

Panelist, Legal Briefing - Protect Your Neck, City of Dreams '98 Music and Urban Fashion Seminar, New York, NY, June 21, 1998.

Panelist, Management Contracts, Broadcast Music, Inc. (BMI) Legal Series, New York, NY, November 14, 1996.

Presentation, Governance Documents - What They Are, How They Fit, Before National Urban League (NUL) Council of Board Chairpersons Executive Committee Special Training, New Orleans, LA, March 18, 1989.

Presentation, Impact of "Richmond v. Croson" on Minority Business Set-Asides, Before NUL Council of Executives, Executive Committee Meeting, New Orleans, LA, March 18, 1989.

Presentation, The Non-Profit Sector's Role in Economic Development, 13th Annual Whitney M. Young, Jr. Memorial Conference, The Wharton School, University of Pennsylvania, Philadelphia, PA, April 4, 1987.

Testimony before New Jersey Senate Legislative Oversight Committee on State Response to Mount Laurel II Supreme Court Decision, Trenton, NJ, October 18, 1983.

Presentation, NUL Older Worker Employment Program, Before Mid-Winter Meeting of AFL-CIO Executive Committee, Bal Harbour, FL, January, 1981.

Presentation, NUL Older Worker Employment Program, Before NUL Commerce and Industry Council, Equitable Life Assurance Society, New York, NY, November, 1980.

Testimony on Assembly Bill A-1675, Civil Service Reform Act Before New Jersey Assembly State Government, Federal and Interstate Relations and Veterans Affairs Committee, Trenton, NJ, February 5, 1979.

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Presentor, NUL Office of Program Development and Training Conference, Philadelphia, PA, September, 1978.

Presentor, Youth Career Development Project Staff Orientation Seminar, National Urban League, New York, NY, April 24-26, 1978.

Moderator and Introductory Address, Economic Development and Employment Forum, United Way of Essex and West Hudson, Newark, NJ, October 31, 1977.

CONFERENCE PLANNING/DEVELOPMENT

Developed programs, agendas and materials for the following national conferences, meetings and training seminars, among others, which included identifying and inviting program presentors/speakers who were nationally known experts in their respective fields.

National Urban League (NUL) Council of Board Chairpersons Special Training:
New Orleans, LA, March 17-18, 1989.

Mid-Winter Meeting of NUL Staff and Council of Executives:
Bal Harbour, FL, December, 1988; Nassau, Bahamas, December, 1987;
Bal Harbour, FL, December, 1986.

NUL Annual Conference Pre-Conference Seminars for Council of Executives and Council of Board Chairpersons:
Detroit, MI, July, 1988; Houston, TX, July, 1987

NUL Board of Trustees Field Services Committee Meetings, New York, NY, 1986 - 1989

INTERNATIONAL AFFAIRS

United Nations World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance and NGO Forum, Durban, South Africa
August 28 - September 7, 2001
Delegate of National Council of Negro Women/Garden State Bar Association

State Visit of His Holiness John Paul II to Republic of Cuba – January 20 - 26, 1998
Member of Accompanying Delegation of the Archdiocese of New York/Northeast Hispanic Catholic Center, Inc.

Black Entertainment and Sports Lawyers Association, Inc. Annual Conferences – 1995, 1996, 1997, 1999, 2000; Aruba; Mexico; Puerto Rico; St. Thomas, U.S.V.I.
Member and Conference Participant

Mid-Winter Meeting of National Urban League and Council of Executives – December, 1987
Nassau, The Bahamas
Conference Program Coordinator

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International Travel for Cultural and/or Business Purposes - 1980, 1991, 1997, 1999, 2001, 2003
Grand Bahama, The Bahamas; Jamaica, W.I.; St. Martin; St. Maarten; Anguilla;
St. Barthélemy; Johannesburg, Durban and Cape Town, South Africa; Paris, France

APPOINTMENTS AND PRO BONO

United States Court of Appeals for the Third Circuit:
Committee on Judicial Appointments to the Race & Ethnicity Commission of the
United States Third Circuit Task Force on Equal Treatment in the Courts, 1996 - 1997

United States District Court, District of New Jersey:
Certified Federal Mediator, Term 2000 - Present

Supreme Court of New Jersey:
Committee on Complementary Dispute Resolution, Term 2002 – 2004; 2004 – 2007;
2007 – 09; 2009 - 2011
District VC Fee Arbitration Committee, Term 2000 - 2004; Vice Chair, 2002 - 2003;
Chair, 2003 - 2004
Committee on Minority Concerns, Term 2000 – 2002; 2002 - 2004
District VC Ethics Committee, Term 1995 – 1999

Superior Court of New Jersey, Essex Vicinage
Condemnation Commissioner, 2003 - Present

State of New Jersey:
Amistad Commission, Term 2002 – 2004

American Arbitration Association:
Member, National Roster of Neutrals (2009)

Cooperating Attorney, NAACP Legal Defense and Educational Fund, Inc., 1999 - Present
Cooperating Attorney, Lawyers' Committee for Civil Rights Under Law, 2000 – Present

LICENSES

Admitted to Practice Law
Supreme Court of New Jersey
June, 1990

Admitted to Practice Law
U.S. District Court
District of New Jersey
June, 1990

Admitted to Practice Law
U.S. District Court
Eastern District of New York
August, 1990

Admitted to Practice Law
Appellate Division of
Supreme Court of New York
June, 1990

Admitted to Practice Law
U.S. District Court
Southern District of New York
August, 1990

REPORTED OPINIONS (Selected Listing)

Foster et al. v. City of Trenton Housing Authority and Communications Workers of America, AFL-CIO, Local 1040 v. City of Trenton Housing Authority, PERC NO. 2009-17 and OAL Docket No. CSV-6386-07 (2008). (Attorney for Housing Authority) (Layoff of employees was justified; unfair practice complaint dismissed)

In the Matter of Tenure Hearing of Warren Jones, School District of City of Trenton, Comm'r of Education Decision No. 403-08 (Sept. 29, 2008). (Attorney for School District at Administrative Law Hearing) (Termination of teacher's employment for inefficiency upheld)

Brief of Amici Curiae on Behalf of a Committee of Concerned Black Graduates of ABA Accredited Law Schools, et al. in Support of Respondents, 2003 WL 554393 (Feb. 19, 2003), Grutter v. Bollinger, et al., 539 U.S. 306, 123 S.Ct. 2325 *reh'g denied*, 539 U.S. 982, 124 S.Ct. 35 (2003). (Signatory as Amicus Curiae) (Affirmative action in higher education)

South Camden Citizens in Action v. N.J. Department of Environmental Protection, 274 F.3d 771 (3rd Cir. 2001). (Attorney for Amicus Curiae Garden State Bar Association) (Issue of environmental adverse disparate impact on minority communities)

Page v. Bartels, 144 F. Supp. 2d 346 (D.N.J. 2001). (Attorney for Amicus Curiae Garden State Bar Association and Local Counsel for Amici Curiae NAACP Legal Defense & Educational Fund, Inc., National Bar Association and Lawyers' Committee for Civil Rights Under Law) (First redistricting litigation in the United States after the 2000 census)

Association for Fairness in Business, Inc. v. State of New Jersey, 193 F.R.D. 228 (D.N.J. 2000). (Facilitated participation of 10 minority businesses and trade associations as Defendants - Intervenor in challenge to New Jersey MBE/WBE set-aside in Casino Control Act)

Hall v. City of Camden Police Department, 335 N.J. Super. 45 (App. Div. 2000). (Attorney for City at Administrative Law Hearing) (Police officer termination for theft and attempted bribery upheld)

Green v. City of Plainfield, 1998 WL 668658 (N.J. Admin.). (Attorney for City) (Employee termination for drug use upheld)

Dowling v. State Operated School District of the City of Jersey City, 95 N.J.A.R. 2d 603 (1995). (Attorney for School District) (Demotions in lieu of layoffs deemed not in bad faith)

Winston v. State Operated School District of the City of Jersey City, 94 N.J.A.R. 2d 320 (1994). (Attorney for School District) (Appellant's appeal dismissed for failure to perfect)

City of Camden v. International Association of Firefighters, AFL-CIO, 20 N.J.P.E.R. ¶ 25163 (1994). (On the brief for City) (Arbitration award vacated; arbitrator exceeded authority)

In the Matter of City of Camden and Local 788, International Association of Firefighters, 20 N.J.P.E.R. ¶ 25016 (1993). (Attorney for City) (Partial payment of overtime arbitrable)

In the Matter of City of Camden and Local 788, International Association of Firefighters, 20 N.J.P.E.R. ¶ 25017 (1993). (On the brief for City) (City's right to deny overtime to unqualified employees not arbitrable)

Winston v. State Operated School District of the City of Jersey City, 94 N.J.A.R. 2d 41 (1993). (Attorney for School District) (Psychologist's termination upheld; tenure not achieved by including 60-day termination notice period to accumulated employment time)

In the Matter of Monmouth Regional Board of Education and Monmouth Regional Education Association, 20 N.J.P.E.R. ¶ 25009 (1993). (Attorney for School Board) (Unit determination pursuant to petition for certification of public employee representative)

In the Matter of City of Atlantic City and IBT Local 331, 19 N.J.P.E.R. ¶ 24237 (1993). (Attorney for City) (PERC refused to issue complaint pursuant to union's unfair practice charge respecting addition of pay period)

Capone v. State Operated School District of the City of Jersey City, Hudson County, 93 N.J.A.R. 2d 395 (1993). (Attorney for School District) (No showing that employee terminated in bad faith at end of working test period)

In the Matter of State-Operated School District for the City of Jersey City, Hudson County and Jersey City Education Association, 19 N.J.P.E.R. ¶ 24078 (1993). (Attorney for School District) (Restraint of binding arbitration granted where issue of abolishment of position is question of education law)

In the Matter of City of Camden and International Association of Firefighters, 19 N.J.P.E.R. ¶ 24008 (1992). (Attorney for City) (Out of title assignments permissively negotiable)

UNPUBLISHED OPINIONS (Selected Listing)

Skoloff & Wolfe, P.C. v. Robert B. Crews, Jr., Docket No. A-1820-01T5, Sup. Ct. of N. J. Appellate Division, Opinion Issued April 1, 2003. (Attorney for Defendant at Trial)

In the Matter of the Disciplinary Hearing of P.O. Anthony Tortorello and the City of Orange, New Jersey, Opinion and Decision Issued May 24, 2002. (Hearing Officer)

In the Matter of the Disciplinary Hearing of P.O. Keith Jackson and the City of Orange, New Jersey, Opinion and Decision Issued February 18, 2002. (Hearing Officer)

In the Matter of the Disciplinary Hearing of Edwina Washington and the City of Orange, New Jersey, Opinion and Decision Issued June 21, 2001. (Hearing Officer)

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In the Matter of the Disciplinary Hearing of Fire Director John Gamba, Jr. and the City of Orange, New Jersey, Opinion and Decision Issued October 7, 1996. (Hearing Officer)

In the Matter of the Disciplinary Hearing of Capt. Terence Connelly and the City of Camden, New Jersey, Opinion and Decision Issued August 27, 1995. (Hearing Officer)

In the Matter of Arbitration Between State-Operated School District of the City of Jersey City and Jersey City Education Association, Docket No. AR-94-161, Award Issued January 4, 1995. (Attorney for School District)

In the Matter of the Interest Arbitration Between Town of Harrison and Harrison Firemen's Benevolent Association, F.M.B.A. Local No. 22, Docket No. IA-94-071, Award Issued December 14, 1994. (On the Brief for Town)

In the Matter of Arbitration Between Camden Council #10, NJCSA and City of Camden, Docket No. NJSBM #93/864, Award Issued November 28, 1994. (Attorney for City)

In the Matter of Arbitration Between Camden Council #10, NJCSA and City of Camden, Docket No. NJSBM #93/863, Award Issued October 29, 1994. (Attorney for City)

In the Matter of Arbitration Between State-Operated School District of the City of Jersey City and Jersey City Education Association, Case No. Increment Withholdings 1990-91, Award Issued September 29, 1994. (Attorney for School District)

In the Matter of Arbitration Between Jersey City Board of Education and Jersey City Education Association, Case No. Casper Program Pay, Award Issued July 25, 1994. (Attorney for School District)

In the Matter of Arbitration Between Camden Council #10, NJCSA and City of Camden, Docket No. NJSBM #92/862, Award Issued September 23, 1993. (Attorney for City)

In the Matter of Arbitration Between City of Camden and Local 788, IAFF, AAA Case No. 14 390 2253 92W, Award Issued July 19, 1993. (Attorney for City)