

Lucille LaCosta-Davino, Esq
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BAR ADMISSIONS

1981 New Jersey State Bar, Federal District Court of N. J.
1994 3rd Circuit Court of Appeals
2005 District of Columbia.

Summary of ADR Experience

I have been serving as a mediator for the New Jersey Court system since 2010 and have over 80 hours of training, as well as yearly continuing training. I have been assigned and completed many Court assigned mediations.

As an attorney practicing in the labor and employment field for over 30 years, I have participated in countless mediations and arbitrations.

Additionally, my total work experience encompasses several different and varied professions providing me with the skills required to approach conflict resolution in a matter that is not limited to a strictly legal perspective. For example, my experience as Director of Human Resources for Essex County has given me a practical view of the employee - employer relationship.

As the General Counsel for the Essex County Improvement Authority, I supervised all legal matters of the Authority, including several large construction contracts and the Authority's Airport.

When I worked for private law firms I represented both employees and employers.

I have been successfully involved in conflict resolution in each of my professions, including those just mentioned, and when working as a Probation Officer and as a Teacher in Newark.

My experience and training have provided me with unique skills and abilities that allow me to solve problems in a creative manner. Over the years my mediation skills have been honed and I have found mediation to be an effective method of resolving problems and beneficial to all parties involved.

DETAILS OF PROFESSIONAL EMPLOYMENT

February 2003 to Present	Arbitrator - Federal Court.
July 2010 to Present	Mediator - State Court.
October 2007 to 2013	Counsel to the Firm: Schwartz Simon Edelstein & Celso LLP Specializing in Employment and Labor issues; collective bargaining negotiations.
December 2003 to 2007	Of Counsel – Niedweske Barber, P. A. Specializing in Employment and Labor Law; emphasis on employee representation.
July 2000-February 2003	Director of Human Resources - Essex County. Supervised a staff of 15 employees. Directed and administered the various activities of the five sections in the Office of Human Resources: Recruitment, Classification and Compensation; Health Insurance, Pension, Workers Compensation, and Employee Development & Training. Assisted in collective bargaining for 25 units.
Feb. 2000-July 2000	General Counsel – Essex County Improvement Authority. Supervised all legal matters including; litigation, conduct of Board meetings, bidding on all construction projects and drafting of resolutions. Supervision of outside counsel.
1993 to 2000	Deputy County Counsel - Essex County Counsel's Office. Acted as County Counsel in his/her absence. Advised County Executive and Department Directors on legal strategy, obligations and entitlements. Coordinated legal defenses and strategies, determined need for outside counsel and coordinated their services. Supervised all sections of the office (Employment & Labor, Tort, Finance, Health, Welfare and County

Adjuster). Tried cases in Administrative, Superior and Federal Court. Supervised creation of County Employment Handbook.

1987 to 1993

Assistant County Counsel, Chief Employment / Labor Section, Essex County Counsel's Office.

Established the Employment & Labor section. Supervised attorneys in Employment / Labor Section; Managed and assigned defense and prosecution of all employment and labor related cases including discrimination cases, PERC matters, Merit System Board cases, CBA grievances and FLSA cases. Tried cases in Administrative, Superior and Federal Courts. Emphasized preventive law by drafting or reviewing all personnel related policies, advised County Executive and Department Directors on labor, personnel and employment matters; gave lectures and classes to all levels of management on employment issues; Ensured consistent enforcement of the County's progressive Disciplinary Policy used for 4500 employees. Researched and wrote labor and employment opinions. Created valid drug testing policy for Department of Public Safety.

1984 to 1987

Assistant Corporation Counsel in Charge of Labor Law Section City of Newark Law Department.

Supervised attorneys in Labor Section; Managed and assigned defense and prosecution of all labor related cases; Negotiated collective bargaining agreements; Researched, drafted and reviewed all personnel opinions, ordinances and resolutions. Legal Counsel to Labor Relations Committee.

1981 to 1984

Assistant Corporation Counsel, City of Newark Law Department

Municipal Prosecutor; Labor related cases, opinions, ordinances and resolutions; Member of the Labor Relations Committee.

1974 to 1981

Essex County, N.J. Probation Officer

1971 to 1974

Seventh Grade Social Studies Teacher (City of Newark)

EDUCATION

1980

Juris Doctorate, Seton Hall University, Newark, New Jersey

1971

B. S. Education / History, Seton Hall University, South Orange, New Jersey