

THADD A. GNOCCHI, ARBITRATOR

Business Location

Manchester, Connecticut 06040

Education

University of Connecticut, JD 1975
College of the Holy Cross, BA 1972

Certifications

law - State of Connecticut 1975
law - US District Court (1975), Second Circuit (1976), and Supreme Court (1980)

Arbitration/Labor Relations Experience

2010 - present: Arbitrator. I have rendered binding awards in cases concerning discharge, discipline, contract interpretation, and other issues. See the detailed statement below. 1980 - 2009: State of Connecticut Assistant Attorney General. I worked in the labor relations department of the office of the attorney general. I represented labor relations clients in state and federal litigation including appeals and administrative hearings. Issues addressed included arbitration, collective bargaining, contracts, civil rights (ADA, ADEA, and Title VII), drug testing, Family Medical Leave Act, retirement, unemployment compensation, wages, and workers' compensation.

Industries

education, food service, hospital/nursing home, office workers/clerical, police and fire, public sector, restaurants, transportation, utilities, and warehousing

Issues

absenteeism, age, arbitrability, bargaining unit work, bonus, conduct (off-duty/personal), demotion, disability, discipline, discharge, discrimination, drug/alcohol offenses, fringe benefits, health, holidays, insurance, job performance, layoffs/bumping/recall, leave, management rights, overtime pay, past practice, pension and welfare plans, promotion, race, retirement, safety/health conditions, seniority, severance pay, subcontracting/contracting out, vacation, vacation pay, violence or threats, work hours/schedules/assignments, and working conditions/work orders

Arbitration Rosters

American Arbitration Association
Connecticut State Board of Mediation and Arbitration
Federal Mediation and Conciliation Service
National Mediation Board

Professional Affiliations

Connecticut Bar Association Labor and Employment Law Section
Labor and Employment Relations Association Connecticut Valley Chapter

Published Cases

139 LA 475 (2019), 138 LA 605 (2018), 137 LA 1299 (2017), 137 LA 1258 (2017), 137 LA 1256 (2017), 136 LA 1839 (2017), 136 LA 1785 (2017), 135 LA 1414 (2015), 135 LA 178 (2015), 134 LA 317 (2014), 132 LA 1257 (2014), 131 LA 876 (2013), and 131 LA 578 (2010)

Rates and Policies

Per Diem: \$1,600

\$1,600 is charged for each day or any part of a day spent in the hearing of a case. \$1,600 is charged for each day spent in the preparation of the award. The preparation charge is prorated in the event of partial days spent in the preparation.

Cancellation: \$1,600

A cancellation fee of \$1,600 is charged if the notice of the cancellation of the hearing is not received prior to twenty-one days before the scheduled hearing date.

Expenses: Car mileage is charged at the IRS rate. The cost of reasonable expenses is charged including air fare and car rental if required. Food and lodging is charged if an overnight stay is required. There is no charge for clerical assistance.

September 2021