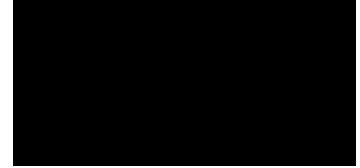


# **GINA M. ROCCANOVA, ESQ**

## **ARBITRATOR - MEDIATOR - HEARING OFFICER**



Professional neutral arbitrator, mediator, and hearing officer concentrating in labor and employment disputes. Three decades experience representing public and private employers in labor negotiations and labor arbitrations, advice and counseling (including EEO matters, reasonable accommodation, wage and hour, protected concerted activity, whistleblower issues, California Labor Code, MMBA, HEERA, EERA, POBAR, FOBRA, transit acts, JPAs, Brown Act, and public integrity issues) and employment litigation (including civil rights, disparate treatment, disparate impact, unfair labor practice charges, wage and hour, class actions, administrative charges, and related proceedings). Regularly investigated workplace misconduct allegations. Significant experience with public agencies, public safety, higher education, K-12, health care, transit, nonprofits, cultural institutions, performing arts, bioscience, utilities, and media.

### **PANELS/STANDING MUTUAL SELECTIONS**

- California State Mediation and Conciliation Service (SMCS/PERB), Arbitrator and Factfinder Panels
- American Arbitration Association (AAA), Labor Arbitration Panel
- American Arbitration Association (AAA), Employment Arbitration Panel
- Labor Relations Connection
- Alaska Labor Relations Agency
- National Arbitration and Mediation (NAM)
- Washington Public Employment Relations Commission (PERC)
- Los Angeles County Arbitration Roster
- Los Angeles County Employee Relations Commission
- City and County of San Francisco/SEIU Local 1021/IFPTE Local 21 - Personal Service Contracts Factfinder
- Standing panels in construction and communication industries
- Federal Mediation and Conciliation Service (FMCS), requirements met, approval pending

## OTHER EXPERIENCE AS A NEUTRAL

- *San Francisco Democrats Special Committee on Sexual Assault and Harassment* - Chief Judicial Commissioner, April 2025 - present.
- Pre-impasse collective bargaining mediator, 2025-present.
- Public sector discipline hearing officer, 2017 - present.
- *San Francisco Civil Service Commission*- Commissioner, 2013-2018; Vice President, 2015-2016; President, 2016-2017. Hearing officer for employee appeals of Human Resources Director decisions. Resolved appeals of employability restrictions, EEO determinations, employment eligibility, promotion denials, and conviction exclusions.
- Frequent neutral outside investigator of workplace misconduct claims. Investigated numerous allegations including sexual harassment, sexual assault, retaliation, discrimination, financial malfeasance and other various other allegations of workplace impropriety. Also investigated allegations of mismanagement, inadequate medical care, and ethical violations.

## RECENT PUBLICATIONS

- *Assessing Credibility in “He Said/She Said” Cases* with co-author Robert Hirsch, Wolters Kluwer Strategic Perspectives, NAA Corner, August 19, 2025
- *California Supreme Court Holds Public Employers Exempt from Labor Code and PAGA*, National Law Review, September 04, 2024
- *Fast Food Council Redux*, National Law Review, December 21, 2023
- *Back to FAST Recovery: Business and Labor Reach Agreement*, National Law Review, September 14, 2023
- *California Revives Industrial Wage Commission*, National Law Review, July 12, 2023
- *Not so FAST – AB 257 on Hold Pending Voter Referendum in 2024*, National Law Review, February 01, 2023
- *Preliminary Injunction GRANTED Against AB 257 Enforcement & Implementation*, National Law Review, January 19, 2023
- *Temporary Restraining Order Against the FAST Recovery Act*- National Law Review, January 06, 2023
- *California Supreme Court Cases Employers Should be Watching in 2023*- National Law Review, December 21, 2022
- *Referendum Seeks to Send FAST Recovery Act to California Voters*- National Law Review, September 12, 2022
- *Updated COVID-19 Quarantine Guidance for the Golden State*- National Law Review, December 16, 2020
- *Sexual Harassment in the Workplace: Today’s Headlines Create Opportunities for Change for Employers*, The Recorder, December 7, 2017

## RECENT PRESENTATIONS

- *Public Transit Operators - Federal Law and Safety Issues*, National Academy of Arbitrators Central Midwest Region, August 2025

- *Current Topics in Labor Negotiations*, American Public Transportation Association Legal Conference, Phoenix, AZ, March 2025
- *Practice Before PERB*, Webinar, February 2025
- *NLRB vs PERB: When PERB Follows NLRB Precedent and When It Does Not*, California Public Employers Labor Relations Association (CALPELRA), Monterey, CA, November 2024
- *Labor Relations Issues in Healthcare* (Panel), Workplace Horizons, Dana Point, CA, May 2023
- *Factfinding in a Volatile Time* (Panel), California Lawyers' Association Public Sector Conference, May 2023
- *Arbitrating Vaccine Mandates*, Webinar, April 2023
- *Discipline and Performance Management*, Webinar, 2023
- *Urban Mass Transportation Act Basics*, Webinar, 2022
- *The FAST Act*, Webinar, 2022
- *The Rise in Employee Activism*, Corporate Counsel Conference, New York, NY, November 2022
- *Cultivating Professional Relationships with Labor*, CALPELRA, Monterey, CA, November 2020
- *What's a Reasonable Accommodation During COVID-19?*, Webinar, June 2020
- *Poorly Performing Employees - The Ultimate Challenge*, CALPELRA, Monterey, CA, November 2019

## **PRIOR EMPLOYMENT**

*Jackson Lewis, P.C.*, Equity Principal, July 2019 – April 2025

*Meyers Nave, P.C.*, Equity Principal, Labor & Employment Practice Group Leader, April 2015 – July 2019

*Coblentz, Patch, Duffy & Bass, LLP*, Of Counsel, January 2012 – April 2015

*San Francisco City Attorney's Office*, Deputy City Attorney, Labor Team, June 2001 – December 2011

*Howard Rice Nemerovsky Canady Falk & Rabkin*, Associate, 1998-2001

*Morgan Lewis & Bockius*, Associate, 1997- 1998

*Honorable Sue L. Robinson*, United States District Court, District of Delaware, Law Clerk, 1995-1997

*United States Senator Bill Bradley*, Assistant Communications Director, 1991-92

*United States Peace Corps*, Volunteer, Honduras, 1990

## **EDUCATION**

*Yale University*, BA – 1989

*University of Michigan*, JD – 1995

*Bar Association of San Francisco*, Mediation Certification

*Federal Mediation and Conciliation Service*, Becoming a Labor Arbitrator (BALA) certificate

## **PROFESSIONAL ORGANIZATIONS AND CIVIC ACTIVITIES**

*College of Labor and Employment Lawyers*, Fellow

*Bar Association of San Francisco*, ADR Section

*American Bar Association*, Labor and Employment Section

*Congregation Sha'ar Zahav*, Marketing Committee, 50th Anniversary Committee