

# GINA M. ROCCANOVA, ESQ

## ARBITRATOR MEDIATOR HEARING OFFICER

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[RoccanovaADR@gmail.com](mailto:RoccanovaADR@gmail.com)

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.

Neutral experience includes:

- *San Francisco Democrats Special Committee on Sexual Assault and Harassment* - Judicial Commissioner, April 2025 - 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.
- *San Mateo Community College District* - Hearing Officer, 2017.
- 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

- *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

- *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 course*

## **PROFESSIONAL ORGANIZATIONS AND CIVIC ACTIVITIES**

*Bar Association of San Francisco, ADR Section*

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

*Arizona Democrats, Nevada Democrats, Poll observer*

*Various Campaigns, Election Phone bank volunteer*

*Election Protection, Volunteer voter hotline telephone staffer*

## **Rates and Policies**

### **Per Diem Rate for Hearings and Mediation**

#### *Labor:*

Rates for grievance arbitration, interest arbitration, mediation, factfinding, or administrative hearings shall be \$2500 per day for any portion of a day up to eight hours.

#### *Employment:*

Rates for employment arbitration and mediation shall be \$5,000 per day for any portion of a day up to eight hours.

### **Rates for Other Time Devoted to the Matter**

Research, record review, and preparation of an opinion, award, or report shall be billed at the daily rate. Matter-related phone or video conferences and scheduling shall be billed at a pro-rated hourly rate (\$312 per hour for labor matters/\$625 per hour for employment). Travel time shall be billed at half the hourly rate for actual travel time outside a 50-mile radius from the office location closest to the location of the hearing.

### **Cancellation**

The per diem rate shall be charged for each day of hearing or mediation cancelled with less than 21 calendar days' notice.

### **Expenses**

Parties will be charged for the actual cost of reasonable travel and case-related expenses, including airfare and other transportation (e.g., car rental, parking, taxi), food, and lodging. Automobile mileage shall be charged at the applicable IRS expense rate for use of the arbitrator's personal vehicle. Parties shall not be charged for phone, postage, video-conference, clerical, or incidental office expenses.

### **Billing Policies**

Matters in which mediation or hearing dates extend beyond a 30-day period may be billed on an interim basis. A refundable deposit of up to 50% of the per diem for each scheduled day of hearing may be required in advance at the arbitrator's discretion. Such deposits will be refundable if the parties cancel outside the 21-day window or if dates are cancelled by the arbitrator. Late payments may be subject to interest and/or late fees.