

QUALIFICATION STATEMENT/PROPOSAL
OF
BRATTI GREENAN LLC
FOR APPOINTMENT BY THE EDISON PUBLIC
LIBRARY
FOR THE POSITION OF ATTORNEY

Submitted by:



BRATTI GREENAN LLC

1040 Broad Street, Suite 104
Shrewsbury, NJ 07702

January 1, 2024

1. CONTACT INFORMATION

The name, address and telephone number of the firm and the name of the key contact person is:

Name: Bratti Greenan LLC

Address: 1040 Broad Street, Suite 104
Shrewsbury, New Jersey 07702

Telephone Number: (732) 852-2711

Key Contact Person: Dominick Bratti

2. DESCRIPTION OF BUSINESS ORGANIZATION

Bratti Greenan LLC is organized as a Limited Liability Company. Dominick Bratti and Annemarie Greenan are the sole members of Bratti Greenan LLC.

3. A STATEMENT THAT APPLICANT HAS COMPLIED WITH ALL APPLICABLE AFFIRMATIVE ACTION (OR SIMILAR) REQUIREMENTS WITH RESPECT TO ITS BUSINESS ACTIVITIES.

Bratti Greenan LLC is committed to the principles of equality and diversity in the legal profession. The firm complies with all state, federal and local affirmative action and anti-discrimination laws and is co-owned by a woman. See attached Certificate of Employee Information Report.

PRIOR MUNICIPAL EXPERIENCE

Bratti Greenan LLC is a boutique law firm with extensive experience in public sector legal work. We represent civil service and non-civil service public entities with regard to both unionized and non-unionized employees. Our work extends to every aspect of employee and labor relations and advice, including:

- General Advice
- Contracts
- Collective Negotiations
- Employment Litigation
- Employment Training
- Grievance and Arbitration Proceedings
- Disciplinary Proceedings
- Interest Arbitration Proceedings

Contract Administration
Scope of Negotiations and Unfair Labor Practice Proceedings
Day to Day Counseling
Investigations
Wage and Hour Audits
Family and Medical Leave Issues
Creation/Modification of Policies and Procedures
Discipline and Discharge

The firm also conducts educational seminars on labor and employment law topics of interest and provides clients with labor and employment legal updates. We also create training programs designed to assist public sector employers in training management and rank and file staff on issues such as harassment awareness (both management and rank and file employees), diversity (both management and rank and file employees), discipline and discharge (management only), family and medical leave and accommodation issues (management only), interviewing and hiring (management only), performance evaluations (management only) and similar topics.

We are proud of the successes we have achieved for clients in negotiations, interest arbitration and in general labor and employment law matters. Client satisfaction is demonstrated in the retention of these clients over numerous years. Since we have worked with many public entities and forms of government, we are uniquely attuned to (and qualified to handle) the types of matters that the Edison Library may refer to the firm.

Bratti Greenan LLC recognizes the distinctive challenges facing public sector entities and the unique employment issues arising within this highly regulated and political arena. Our attorneys have represented a wide and diverse public sector client base, including states, counties, municipalities, state universities, community colleges and libraries.

In connection with representation of public employers, we have a demonstrated record of success in achieving public employers' goals through negotiations, interest arbitrations and in litigation before PERC, the Office of Administrative Law, the Merit Systems Board and in court. We regularly litigate actions and handle appeals in the state and federal courts, and have argued two cases before the New Jersey Supreme Court. In fact, the decision in Ruroede v. Borough of Hasbrouck Heights, 209 N.J. 95 (2012) is often cited in police officer discipline cases. Bratti Greenan LLC has consistently received the Best Law Firm designation from U.S. News and World Report since 2020.

4. JUDGMENTS

Neither the firm nor any of our attorneys has ever had any judgment against it/ them for professional malpractice or been disbarred, suspended, or otherwise prohibited from professional practice by any federal, state, or local agency.

5. FEDERAL AND STATE LICENSES TO PERFORM ACTIVITIES

Dominick Bratti and Annemarie Greenan are licensed in good standing in the State of New Jersey as well as the United States District Court for the District of New Jersey and the Third Circuit Court of Appeals. Ms. Greenan is also licensed in good standing in the State of Pennsylvania.

6. A LIST OF RESPONDENT'S MUNICIPAL GOVERNMENT OR OTHER PUBLIC ENTITY CLIENTS, DURING THE LAST 3 YEARS

Bratti Greenan served as legal counsel for the Edison Free Public Library in 2018 – 2019 and again from January 2020 to the present. Our work included providing general advice to the Library and its Board of Trustees as well as negotiating labor contracts and litigating an action to recover a significant sum of money related to the purchase of a Bookmobile which turned out to be defective. In addition, during the last three years the firm has provided advice and/or representation to the following public entities:

- City of Jersey City
- Borough of East Rutherford
- Ridgewood Public Library
- South Wall Fire Company
- Teaneck Public Library
- Township of Washington Library
- Village of Ridgewood
- Village of Ridgewood Public Library
- Wyckoff Free Public Library

In addition to the above, we have represented the following public sector entities through the New Jersey Intergovernmental Insurance Fund:

- City of Asbury Park
- City of Bayonne
- County of Warren
- Township of Aberdeen
- Township of Cedar Grove
- Township of Maplewood

- Township of Mine Hill
- Township of Old Bridge
- Township of Verona
- Township of Wayne
- Village of Ridgefield Park

7. PROFESSIONAL ORGANIZATION MEMBERSHIPS

Mr. Bratti and Ms. Greenan are members of the New Jersey State Bar Association.

8. FEE PROPOSAL FOR 2024

Bratti Greenan offers a competitive fee structure based on the nature of the work involved. Given our special concern for public sector budgetary constraints, our public sector rates represent significant discounts from our private sector rates. We are accustomed to working under stringent public sector billing requirements and oversight, and comply with all billing guidelines and requirements of the Library. We propose no increase in the current billing rate for 2024.

9. SUMMARY OF QUALIFICATIONS

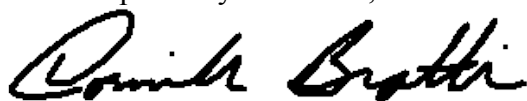
Bratti Greenan provides a perspective on local government, politics, the judiciary, and local practices that can only be attained by a law firm intimately involved with the needs and concerns of the communities where its lawyers practice.

We have over forty years of public sector labor and employment law experience and regularly represent public sector entities in matters before the New Jersey Public Employment Relations Commission (PERC), the New Jersey Civil Service Commission and the Office of Administrative Law, state civil rights agencies and the Equal Employment Opportunity Commission. We also litigate all types of employment and labor claims in state and federal courts; formulate long-term and short-term strategies and objectives; develop policies, including but not limited to, personnel policies and disciplinary procedures; negotiate and interpret collective negotiation agreements; handle grievance and arbitration proceedings; conduct wage and hour audits; provide counseling and training in the areas of wrongful termination and retention, harassment, employment discrimination and other emerging areas of the law.

We have worked with numerous municipalities with various forms of government, and are familiar with the types of issues and concerns faced by public sector employers. In addition to representing public sector entities in litigation and quasi-judicial matters, we provide day-to-day advice with regard to legal and procedural issues.

We sincerely look forward to continuing our work with the Edison Public Library in accomplishing its goals in a cost effective and efficient way. Thank you for considering us.

Respectfully submitted,

A handwritten signature in black ink, reading "Dominick Bratti". The signature is written in a cursive style with a large, prominent initial "D".

DOMINICK BRATTI
For the Firm