

JOSEPHINE SMALLS MILLER

152 Deer Hill Avenue, Suite 302
Danbury, CT 06810-7773
(203) 512-2795

2002 to Present

Attorney
Danbury, Connecticut

Engaged in private practice of law with particular emphasis upon the areas of labor, employment and civil rights law; civil litigation, briefing and argument of appeals before the Connecticut Appellate and Supreme Courts, Virginia Supreme Court, Second Circuit and Fourth Circuit Courts of Appeal

1990 to 2002

Praxair, Inc., (f/k/a Union Carbide Industrial Gases, Inc.)
Danbury, Connecticut

Labor/Litigation Counsel

Served as in-house corporate counsel for corporation employing some 24,000 employees worldwide; the largest industrial gases company in North and South America, and one of the largest worldwide, with \$5 billion annual revenue; managed an average of 20 to 30 outside counsel in defense of the corporation on general liability and product liability litigation with particular emphasis upon accident litigation; managed an average of 30 large vehicle accident litigation cases at any given time; provided advice and counsel to the corporation's trucking management group; provided advice and counsel to the corporation, in all areas of labor and employment law; directed Human Resources Representatives in the proper investigation of employee complaints of all types; engaged in legal review of agency and court decisions for determination of appropriate appellate action; responsible for corporate regulatory compliance with Toxic Substances Control Act; served as Managing Attorney for the legal department (38 employees) for two and one-half years; responsible for direct oversight of sixteen support staff, oversight and management of annual Law Department budget, among other things;

1980 to 1990

National Labor Relations Board
Atlanta, Georgia

Field Attorney

Served as trial attorney in the litigation of unfair labor practice cases before Administrative Law Judges. Responsible for the institution and conduct of District Court proceedings related to case processing; investigated numerous unfair labor practice charges, including development of investigation plan, interviewing of witnesses, and drafting of complaints and/or other resolution recommendations; negotiated formal and informal settlement agreements; served as Hearing Officer in representation case proceedings; arranged and conducted representation elections; drafted formal documents including briefs, complaints, advice memoranda and analyses of factual and legal issues and settlement agreements.

Accomplishments:

1989 and 1987 - Certificate of Commendation for Commendable Performance.

1983 - Certificate of Commendation for Sustained Superior Performance.

1982 - Certificate of Commendation for High Quality Performance.

1978

Department of Health, Education & Welfare - Office for Civil Rights

Atlanta, Georgia

Equal Employment Opportunity Specialist

Handled agency investigations of complaints of discrimination filed against educational institutions subject to Title VI and other anti-discrimination statutes; developed investigation plans prior to start of investigations; traveled to various locations for on-site interviews of witnesses and document review; prepared recommendations to agency managers regarding complaint resolution.

1976 - 1977

Judicial Council of Georgia - Administrative Office of the Courts

Atlanta, Georgia

Research Assistant

Worked as research assistant in various projects regarding the management systems then in place for handling judicial system processes for all courts throughout the State of Georgia with a view toward determining inefficiencies in the systems and the

recommendation of problem solving solutions; conducted numerous face to face interviews of Judges, judicial clerks, and administrative court personnel throughout the state; assisted in compiling statistical data regarding interview results.

1973 - 1976

**Urban Mass Transit Administration Research Project -
Atlanta University**
Atlanta, Georgia

Research Assistant

Worked as research assistant in a government sponsored environmental impact study of the effects on inner city residents of housing relocation as a result of highway construction; conducted extensive face to face interviews of impacted individuals to solicit their feedback regarding economic, lifestyle and other impacts; compiled statistical data regarding study results.

1968 – 1971

Hunter's Bookkeeping Service
Savannah, Georgia

Income Tax Preparer

Worked as income tax preparer of individual and small business federal and state income tax returns during the income tax season

EDUCATION:

Emory University Law School
Atlanta, Georgia
Juris Doctor, June 1980

Member, The Moot Court Society, ABA Team, 1980
Teaching Assistant, Research, Writing and Advocacy Program

University of Michigan Law School (Transient Student 1980)
Ann Arbor, Michigan

Georgia State University
Atlanta, Georgia
Master of Science, School of Urban Life/Criminal Justice
December 1975

Spelman College
Atlanta, Georgia
Bachelor of Arts, Political Science/Sociology
May 1974, Graduated with Honors

Alfred E. Beach High School

Savannah, Georgia
June 1971, Graduated with Honors

DISPUTE RESOLUTION TRAINING:

American Arbitration Association
Arbitrator I Workshop
April 2004

Labor Arbitrator I Training
April 2004

Federal Mediation and Conciliation Service
Becoming a Labor Arbitrator
March 2003

Resolution Resources Corporation
Mediation, 21 hour training
September 2002

Resolution Resources Corporation
Mediation Observation
January 2003

Peacemaker Ministries
Reconciler Training
November 2002

WORKSHOPS PRESENTED:

Collaborative Approaches to the Global Nursing Shortage, Federal Mediation & Conciliation Service, Chicago, Illinois, June 2-4, 2004

Dealing with the Injured Driver, ADA, Return to Work and Workplace Accommodation Issues, Defense Research Institute, St. Louis, Missouri, April 25, 2002

Managing the Science and Law of Fatigue: Evidentiary Concerns, ATA Litigation Center Conference on Highway Accident Litigation, Scottsdale, Arizona, September 13-16, 1998

When All Else Fails: Post Judgment Strategies, American Law Firm Association, Transportation Practice Group, Phoenix, Arizona, May 6-8, 1998

Driver Employment Practices and Their Impact on Potential Liability, American Bar Association Transportation Mega Conference III, New Orleans, Louisiana, May 1997

MEMBERSHIPS:

State Bar of Michigan, December 1980 (Past Member)
State Bar of Georgia, November 1981 (Past Member)
State of Connecticut, June 2004
United States District Court, N. District of Georgia, August 1982
United States District Court, District of Connecticut, May 2006
Second Circuit Court of Appeals, August 2006
Fourth Circuit Court of Appeals,
United States Supreme Court, October 2004
Federal Mediation and Conciliation Service, Panel of Neutrals
(2003-2006)
American Arbitration Association, Panel of Neutrals (Past Member)
National Association of Securities Dealers, Panel of Neutrals (Past Member)
American Bar Association
Association for Conflict Resolution (Past Member)
Industrial Relations Research Association (Past Member)
National Association for the Advancement of Colored People
National Conference of Black Lawyers
Connecticut Lawyer Discipline Research Institute, Inc.

SIGNIFICANT CASES:

Feliciano v. AutoZone, 316 Conn. 65 (2015)
Farrar-James, et al. v. Bridgeport Board of Education, et al., 304 Conn 1 (2012)
Brian White v. Connecticut Department of Correction, 3:08 CV01168 (AWT)
Perez-Dickson v. Bridgeport Board of Education, et al., FBT-CV00-0378199-S (2008)
S. Lichtenberg & Company, Inc., N.L.R.B. 10CA-23179 et al., 296 N.L.R.B. 1302 (1989)

REFERENCES: Furnished upon request.