

FRANK M. CRIVELLI, ESQ.
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609-271-9162

LABOR AND EMPLOYMENT LEGAL EXPERIENCE (1998-Present)

- Labor and Employment Arbitrator / Mediator with more than thirty (30) years of experience resolving complex workplace, collective bargaining, and civil disputes across public and private sectors. Extensive background in grievance arbitration, interest arbitration, employment discrimination, wage-and-hour, whistleblower, workplace disputes, and various types of employment contract matters. Widely recognized for practical judgment, procedural rigor, and subject-matter expertise in labor relations, employment law, and workplace governance.
- Negotiated well over one hundred fifty (150) Collective Bargaining Agreements incorporating labor relations theory, costing models, and organizational strategy;
- Litigated countless Grievance Arbitrations, frequently involving employee discipline, discrimination, constitutional issues, pension matters, Family and Medical Leave Act issues, healthcare policy interpretations, workplace investigations, seniority and promotional disputes, workplace speech, wage and hour and contractual and statutory interpretation;
- Filed and litigated numerous federal and state Unfair Labor Practice Charges before NJPERC and the NLRB;
- Litigated over thirty-five (35) Public Sector Compulsory Interest Arbitration cases;
- Advised employers and unions on employee disciplinary systems, workplace investigations, due process rights, and progressive disciplinary models;
- Provided subject-matter expertise and drafting input on proposed labor legislation and administrative regulations impacting workforce governance;
- Delivered continuous counseling on compliance with federal and state labor statutes applicable to both public and private sector employment;
- Counseled and participated in complex healthcare benefit negotiation and administration in the private and public sectors, including statutory compliance;
- Extensive litigation and advisory experience under federal and state anti-discrimination statutes, including instructional coverage of compliance frameworks and employer best practices;

- Litigation and counseling under federal and state civil rights statutes and whistleblower matters affecting employment relationships;
- Represented employers and employees in Family and Medical Leave Act (FMLA) matters, including policy drafting and compliance analysis;
- Engaged in extensive wage-and-hour litigation and counseling under state and federal statutes;
- Drafted and litigated trade secret, confidentiality, and restrictive covenant agreements, including policy design and enforcement considerations;
- Drafted comprehensive employee handbooks and workplace policies.

EXTENSIVE EXPERIENCE REPRESENTING CLIENTS BEFORE THE FOLLOWING COURTS AND TRIBUNALS:

- The Federal District Court for the District of New Jersey
- New Jersey State Courts (Law, Equity, Chancery, Appellate and Supreme Court);
- The New Jersey Public Employment Relations Commission;
- The National Labor Relations Board;
- The New Jersey Office of Administrative Law; and
- Various New Jersey State Pension Boards, Tribunals and Panels of Neutrals.

EMPLOYMENT HISTORY (1994-Present)

- Frank M. Crivelli Alternative Dispute Resolution, L.L.C. (2026 to Present)
- Crivelli, Barbati & Derosé L.L.C. (2015-2026)
- Pellettieri, Rabstein & Altman (2009-2015)
- Arpaia & Crivelli, L.L.C. (2005-2009)
- Kalavruzos, Mumola, Hartman & Crivelli, L.L.C. (2002-2005)
- Brotman, Graziano & Hubert (1998-2002)
- United States Marine Corps (Judge Advocate General) (1994-2002)

ACADEMIC EXPERIENCE

- University of South Florida (2026 to Present)
Muma College of Business, School of Management—Assistant Professor of Instruction in Labor Relations, Negotiations and Employment Law at the Undergraduate, Graduate and Executive MBA levels.
- Mercer County Community College (2000-2004)—Adjunct Professor Human Resources and Labor Law for Managers

SPEAKING ENGAGEMENTS

- New Jersey State P.B.A. Collective Bargaining Seminar (2011-2026)
- New Jersey League of Municipalities Conference (2015)
- New Jersey Labor and Employment Relations Association (2018 and 2024)
- New Jersey Public Employment Labor Law Conference (2020, 2021, 2025)
- Lorman Educational Seminars (2021-Present)
- U.S.M.C. Commander's Media Training Symposium (2019-2021)
- National Association of Police Organizations Legal Conference (2021-2023)
- Corrections USA National Conference (2026)
- Corporate and Union Executive Board Educational Seminars

ACCREDITATION

- Certified by the Supreme Court of New Jersey as a Civil Trial Attorney (2005 to Present)

AWARDS, CERTIFICATIONS & AFFILIATIONS

- *Super Lawyer*, Labor and Employment Law, New Jersey Monthly Magazine (2009, 2010, 2020, 2021, 2022, 2023, 2024, 2025, 2026)
- *Lawyers of Distinction*, Charter Member (2022)
- Member, New Jersey Labor and Employment Relations Association (N.J.L.E.R.A.)

PUBLICATIONS

AI, Labor & The Future of Work Newsletter

- A periodic newsletter published on LinkedIn about the advancement of AI and its effect on the American Workplace.

New Jersey Public Safety Officers Law Blog

- Founder and author of the *New Jersey Public Safety Officers Law Blog*, with approximately 600 published articles over 15 years addressing labor relations, employment law, and public sector HR issues.

Taking the Necessary Steps to Winning Your New Jersey Public Pension Disability Appeal

- Self-Published (2008)

The Injured Employee's Guide to Navigating the New Jersey Workers' Compensation System.

- Word Association Press(2008)

BAR ADMISSIONS

- New Jersey
- Pennsylvania
- Georgia
- All Military Courts and Tribunals Worldwide

EDUCATION

WASHINGTON COLLEGE, Chestertown, Maryland

Bachelor of Arts, Political Science (1987-1991)

CITY UNIVERSITY OF NEW YORK SCHOOL OF LAW, Queens, New York

Juris Doctorate (1991-1994)

UNITED STATES NAVAL JUSTICE SCHOOL, Newport, Rhode Island

Twelve-week training program that culminated in certification to practice law in all U.S. Military Courts and Tribunals Worldwide (1995)

HARVARD UNIVERSITY, Cambridge, Massachusetts

Forty (40) hour training program on Labor Negotiations (2002)

NEW JERSEY INSTITUTE OF CONTINUING LEGAL EDUCATION

Forty (40) hour training program in Civil Mediation (2019)

FEDERAL MEDIATION AND CONCILIATION SERVICE

Becoming a Labor Arbitrator (BALA)

Selected to participate in a forty (40) hour training program in Labor and Employment Grievance Arbitration (2022)