

GINA M. ROCCANOVA, ESQ

ARBITRATOR - MEDIATOR - HEARING OFFICER

3739 Balboa St. #124
San Francisco, CA 94121

15640 NE Fourth Plain Blvd.
Suite 106, #663
Vancouver, WA 98682
(415) 613-3374
RocanovaADR@gmail.com
www.roccanovaadr.com

800 North King St.
Suite 304, #3690
Wilmington, DE 19801

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* - Chief 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.

PANELS

- California State Mediation and Conciliation Service, Arbitrator and Factfinder Panels
- Labor Relations Connection
- Alaska Labor Relations Agency
- 465-477 Grove Street Project Labor Agreement
- National Arbitration and Mediation

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

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

RATES FOR LABOR MATTERS

\$2500 for any portion of a day up to eight hours. Hearings, mediation, record review and preparation of awards are 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). 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. The per diem rate shall be charged for each day of hearing or mediation cancelled with less than 21 calendar days' notice. 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.