

ROBERT M. BOURKE, ESQ.

ROBERT M. BOURKE IS A SIMSBURY, CONNECTICUT BASED ATTORNEY WHO PRACTICES EXCLUSIVELY IN THE AREAS OF LABOR RELATIONS AND EMPLOYMENT LAW ON BEHALF OF PUBLIC AND PRIVATE SECTOR EMPLOYERS. IN PRACTICE FOR OVER THIRTY YEARS, ATTORNEY BOURKE REPRESENTS EMPLOYERS THROUGHOUT THE UNITED STATES IN SUCH AREAS AS UNION AVOIDANCE, CONTRACT NEGOTIATIONS AND ADMINISTRATION, WAGE AND HOUR ADMINISTRATION, EMPLOYMENT DISCRIMINATION LITIGATION AND GENERAL PERSONNEL PRACTICES.

BOB FORMERLY SERVED AS AN ASSISTANT REGIONAL ATTORNEY FOR THE UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION AND HAS BEEN APPOINTED TO VARIOUS LABOR AND EMPLOYMENT LAW COMMITTEES OF THE AMERICAN BAR ASSOCIATION AND THE CONNECTICUT BAR ASSOCIATION. HE IS A PAST PRESIDENT OF THE HUMAN RESOURCE ASSOCIATION OF CENTRAL CONNECTICUT ( NOW SHRM), SERVED AS CO-CHAIR OF THE SMALL BUSINESS COUNCIL OF THE GREATER HARTFORD CHAMBER OF COMMERCE AND SERVED ON THE CITY OF HARTFORD'S MAYOR'S TASK FORCE ON PAY EQUITY.

BOB IS A CONTRIBUTING AUTHOR TO THE TEXT THE ARBITRATION OF DISCIPLINARY DISPUTES; HAS WRITTEN ON LABOR LAW SUBJECTS FOR THE WESTCHESTER AND CONNECTICUT BUSINESS JOURNALS; AND TEACHES LABOR RELATIONS, COLLECTIVE BARGAINING AND BUSINESS LAW AT AREA COLLEGES. HE HAS ALSO SERVED AS AN ARBITRATOR FOR CONTRACT DISPUTES BETWEEN THE STATE OF CONNECTICUT AND ITS LABOR UNIONS.

BOB IS ALSO A PRINCIPAL IN THE FIRM OF *PROACTIVE MANAGEMENT SOLUTIONS*, A HUMAN RESOURCES CONSULTING COMPANY THAT PROVIDES TRAINING OF CORPORATE LEADERS AND SUPERVISORS IN EFFECTIVE MANAGEMENT TECHNIQUES, TEAM BUILDING AND COOPERATION AND DISPUTE RESOLUTION.