

D. Charles Stohler

Partner
50 Leavenworth Street
Waterbury, CT 06702
203-575-2626
cstohler@carmodylaw.com



Practice Areas

Business and Real Estate Services
E-Commerce Information
Technologies & Privacy
Labor and Employment
Employment Counseling
Labor Relations
Employee Benefits
Training Services
Litigation
ADR

Chuck Stohler is the lead partner in Carmody & Torrance's Labor and Employment practice. Chuck's practice includes traditional labor relations as well as preventive human resources advice and representation in all aspects of the employment relationship. A major part of Chuck's practice is providing training seminars, ranging from customized management training for clients to programs for large industry-wide associations. Chuck also regularly serves as an arbitrator or mediator in employment disputes.

Notable Experience

- Successfully defended a large utility company in a highly contested, multi-day discharge arbitration
- Successfully negotiated series of collective bargaining contracts for large community hospital without disruption for approximately 20 years
- Conducted complex, high-profile investigation of race charges made against municipal police department
- Represented manufacturer in labor aspects of major acquisition, managed the successful implementation of a new collective bargaining contract and the defense of numerous unfair labor practice charges before the National Labor Relations Board
- Represented non-profit agency in highly adversarial union organizational campaign, including representation in numerous proceedings before the National Labor Relations Board
- Represented non-profit agency in non-NLRB union organization process
- Managed defense of U.S. Department of Labor wage-hour investigation resulting in reduction of penalties of approximately \$750,000
- Conducted investigation of Equal Pay Act and discrimination claims made by women in quasi-public state agency
- Represented Community Action Agency in defense of contentious, publicized race discrimination case before Connecticut Commission on Human Rights and Opportunities
- Designed and implemented compensation plan with private sector insurer, including preparation of necessary executive contracts
- Successfully represented local hospital in defense of major grievance arbitration on staffing in the emergency department

Distinctions

- Highlighted for his labor and employment work in Chambers USA 2010
- CHAMBERS USA ranked D. Charles Stohler: Labor & Employment -Connecticut noting: He has a wealth of HR experience, giving him a valuable insight into the problems and opportunities of employment and labor law.
- Named a "New England Super Lawyer" by Law & Politics Magazine in the area of Employment & Labor, 2007 - 2010
- Connecticut Magazine has named Chuck a Connecticut "Super Lawyer" in the area of Employment & Labor Law for 2006 - 2010
- Member, American Arbitration Association Panel of Employment Arbitrators
- Member, American Dispute Resolution Center Panel of Labor Arbitrators
- Phi Beta Kappa

Publications and Speaking Engagements

- Carmody & Torrance Health Care Reform Seminar, May 2010
- Carmody & Torrance Wage and Hour Seminar, April 2010
- Client on-site training programs, 2008:
 - Sexual Harassment Prevention Training
 - Management and Supervisory Training

Employment Law Training

Diversity Training

- CBIA Wage and Hour Compensation Speech, October, 2008
- Waterbury Chamber of Commerce Seminar on Privacy Law, September, 2008
- Connecticut Community Foundation Non-Profit Seminar on Privacy Law, October, 2008
- Carmody & Torrance Annual Labor and Employment Law Seminar, 1989-2009
- Carmody & Torrance Leaves of Absences Seminar, March, 2007
- Connecticut Plumbing-Heating-Cooling Contractors Seminar, January, 2007
- Carmody & Torrance Wage and Hour Seminar, September, 2006
- Contributing Author, "Inside the Minds: Labor Law Best Practices," 2005
- "Think Before You Write – An E-mail is a Legal Document," CBIA E-Discovery Article, September, 2006

Professional Affiliations

- American Bar Association, Labor and Employment Section
- Connecticut Bar Association, Labor and Employment Section
- Connecticut Bar Association, Labor and Employment Executive Committee (former)
- Human Resource Planning Society of Western New England

Bar Admissions

- Pennsylvania, 1981 (Inactive)
- Connecticut, 1982

Court Admissions

- U.S. District Court, Eastern District of Pennsylvania, 1982
- U.S. District Court, District of Connecticut, 1982
- U.S. Court of Appeals for the Third Circuit, 1982

Education

- J.D., Duke University School of Law, 1981
- A.B., summa cum laude, Muhlenberg College, 1978

Community Involvement

- Moderator, Asylum Hill Congregational Church, Hartford, Connecticut
- Board Member, National Conference on Community and Justice, Connecticut/Western Massachusetts (former)

Before Carmody

Human Resources and General Business Executive with Fortune 100 Company

Vincent Farisello

Associate
50 Leavenworth Street
Waterbury, CT 06702
203-578-4284
vfarisello@carmodylaw.com



Practice Areas

Business and Real Estate Services

Real Estate Purchase, Sale,
Exchange and Leasing
Labor and Employment
Employment Counseling
Labor Relations
Employee Benefits
Training Services

Vincent Farisello is an associate in the Business Services Group at Carmody & Torrance. He represents and counsels businesses, non-profit organizations and municipalities in a variety of areas, including labor and employment and general corporate matters.

Notable Experience

- Represented national bank in negotiating and closing financing for local and international companies
- Represented regional technology company in negotiation of separation of employment of key employee
- Represented national consulting company in corporate, contracts, and licensing issues
- Assisted in successful representation of private and public employers in union election campaigns and in negotiation of collective bargaining agreements
- Represented professional service company in closing of purchase of commercial condominium and financing to construct new offices
- Obtained dismissals of CHRO and EEOC complaints alleging various claims of discrimination against for-profit and non-profit employers
- Successfully negotiated settlement of sexual harassment complaint involving chief executive of company
- Successfully represented a software company in a wage and hour audit by the State of Connecticut Department of Labor
- Assisted in representation of regional food service company in closing of financing to construct new warehouse facility
- Advised minority shareholder of closely held corporation in separation from and sale of stock to the corporation

Distinctions

- Waterbury Bar Association Scholarship Award, 2005
- CALI Award for Excellence in Employment Law, 2005
- CALI Award for Excellence in Quantitative Methods, 2006
- Completion of UConn Law School Tax Certificate Program
- Phi Beta Kappa

Speaking Engagements

- Health Care Reform Seminar, May 2010
- "The Explosion of Wage and Hour Issues Under Federal and Connecticut Law," April 2010
- "Current Developments in Labor & Employment Law: A Practical Overview," March 2010
- "H1N1 in the Workplace, A Balancing Act," October 2009
- "Key Employment Issues Facing Auto Dealers in 2009," June 2009
- "COBRA: A Brief Review and Analysis of Subsidy Obligations," April 2009
- "Changes to the FMLA & ADA and the Effects on Employers," February 2009
- Sexual Harassment & Training Workshops, 2007 - Present
- "Developments in Labor and Employment Law in 2008," October 2008
- "Handling Common Issues Related to Telecommuting," October 2008
- "The Benefits of Incorporating Your Business," September 2008
- Carmody & Torrance Annual Labor and Employment Seminar, October 2007, 2008, 2009

- "Developments in Labor and Employment Law in 2007," October 2007
- "Harassment and Employment Law Supervisor Training Workshop," May 2007
- "Employee Medical Issues and Managing Leaves of Absence," April 2007
- "Diversity and Anti-Harassment Awareness in the Workplace," March 2007
- "Employers and the I-9 Issues and Compliance," January 2007

Professional Affiliations

- American Bar Association
- Connecticut Bar Association
- Waterbury Bar Association
- Connecticut Italian-American Bar Association

Bar Admissions

- Connecticut, 2006

Education

- J.D., with honors, University of Connecticut School of Law, 2006
- B.A., summa cum laude, Fairfield University, 2003

Community Involvement

- Chair, Young Lawyers Section, Waterbury Bar Association
- Board of Directors, Children's Community School Board of Directors
- Co-Chair, Carmody & Torrance United Way Fundraising Campaign

Joseph A. Wellington

Partner

50 Leavenworth Street

Waterbury, CT 06702

203.575.2613

jwellington@carmodylaw.com



Practice Areas

Business and Real Estate
Services

Environmental

OSHA

Litigation

ADR

Joe Wellington's practice is in the areas of environmental and occupational safety and health law. He has addressed the environmental needs of a variety of industrial, commercial, lending and municipal clients with respect to leases, corporate sales and acquisitions, property sales, site investigations and remediation as well as to loans and foreclosures. Joe has provided compliance advice with regard to hazardous waste management, waste water discharge, air emission and OSHA compliance matters. He has also resolved environmental and OSHA enforcement administrative actions informally via settlement and, with regard to OSHA matters, formally before administrative law judges. Joe is also an arbitrator with the Alternative Dispute Resolution Center.

Notable Experience

- Provided environmental compliance advice to corporation formed to convert a ninety acre former brass mill to a regional shopping mall
- Defended five manufacturing companies in a Superfund civil action. Prepared and argued a motion to dismiss which resulted in those companies and thirty-five other defendants being removed from the litigation
- Successfully represented a manufacturer in OSHA administrative enforcement action arising from an employee injury which occurred while the employee was operating a piece of company equipment. Prepared and presented an accident reconstruction to OSHA which resulted in withdrawal of all allegations against manufacturer
- Successfully obtained dismissal of OSHA administrative enforcement action against a regional waste hauling company
- Prevailed at trial before administrative law judge and again on appeal to OSHA Review Commission in Washington D.C. The commission's ruling set precedent that has been used to resolve employee hazard exposures on over forty other occasions nationwide

Speaking Engagements

- Presenter, Workplace Exposure, Connecticut Safety Society Symposium
- Speaker, "Safety and Health Training 101," Smaller Manufacturer's Association
- Presenter, "Machine Point of Operation Guarding," Manufacturing Alliance of Connecticut
- Presenter, "How to Survive an OSHA Inspection, (Before, During and After)"

Professional Affiliations

- American Bar Association
- Connecticut Bar Association
- Waterbury Bar Association

Bar Admissions

- Connecticut, 1990
- Massachusetts, 1978

Court Admissions

- Massachusetts Supreme Judicial Court, 1978
- U.S. District Court, District of Connecticut, 1990
- U.S. District Court, District of Massachusetts, 1993

Education

- M.A., United States Naval War College, 1992
- L.L.M., Environmental Law, George Washington University, 1987, highest honors
- J.D., Suffolk University Law School, 1978
- B.S., United States Naval Academy, 1969

Before Carmody

Before coming to Carmody & Torrance, Joe served as an infantry officer and a judge advocate in the United States Marine Corps. Duties included combat service in Vietnam, 1970-1971, military prosecutor, 1978-1980, military judge, 1982-1985 and regional environmental counsel, 1988-1990.

Ann H. Zucker

Partner
195 Church Street
New Haven, CT 06509
203-784-3108
azucker@carmodylaw.com



Practice Areas

Business and Real Estate
Services

Real Estate Purchase, Sale,
Exchange and Leasing

Financial Institutions

Entertainment Services

E-Commerce Information
Technologies & Privacy

Tax-Exempt Organizations

Mergers and Acquisitions

Commercial and Tax-Exempt
Financing

Health Care

Transactions/Business Matters

Ann Zucker is the leader of the Business Services Group at Carmody & Torrance LLP. She has extensive experience in corporate, commercial and health care law. Ann advises for-profit and not-for-profit entities on e-commerce, privacy and HIPAA issues. Ann's experience includes the formation and counseling of all types of business entities and ventures including partnerships, corporations and limited liability companies. She has worked extensively with major banks and financial institutions, businesses, manufacturers, utilities and health care organizations.

Ann is a member of the American Health Lawyers Association and the National Association of Bond Lawyers. She is a past Chair of the Community Foundation's Women & Girls Fund, past Chair of the Board of Directors of the South Central Connecticut Chapter of the American Red Cross (which includes New Haven, Wallingford and Meriden) and the Chair of The Incorporators of The Waterbury Hospital.

Notable Experience

- Represented borrowers in a multi-borrower \$20,000,000 tax-exempt financing for child care centers
- Represented borrowers in the development and financing of a \$10,000,000 warehouse facility, including construction lending and state assistance
- Advised bank with \$7,500,000,000 in assets on real estate issues for its eighty-eight branch locations
- Negotiated the reorganization of several tax exempt Massachusetts and Connecticut industry associations
- Negotiated tax exempt lease to finance hospital's acquisition of clinical and financial software

Professional Affiliations

- American Health Lawyers Association
- National Association of Bond Lawyers
- American Bar Association
- Connecticut Bar Association
- Association of the Bar of the City of New York
- New York State Bar Association

Community Involvement

- Chair, Waterbury Hospital, Incorporators
- Past Chair, South Central Connecticut American Red Cross
- Past Chair, Women and Girls Fund, Community Foundation of Greater New Haven

Bar Admissions

- Connecticut, 1985
- New York, 1986

Court Admissions

- U.S. District Court, District of Connecticut, 1986

Education

- J.D., Fordham Law School, 1985
- B.A., Yale College, 1981

Mariella LaRosa

Partner

50 Leavenworth Street
Waterbury, CT 06702
203.575.2654
mlarosa@carmodylaw.com



Practice Areas

Business and Real Estate Services
Tax-Exempt Organizations

Health Care

Credentialing/ Hospital
Relations/ Medical Staff

Risk Prevention/ Medical
Malpractice Litigation

Transactions/Business
Matters

Compliance/Regulatory
Litigation

Health Care

Mariella LaRosa, a partner in Carmody & Torrance's Litigation and Business Groups, practices in the area of health care law, representing health care providers and institutions in both litigation and business matters. Her work includes medical malpractice defense, risk management, state and federal licensing and regulatory issues, hospital-physician relationships, contract negotiations, business transactions and planning, tax-exempt/non-profit law, corporate compliance, fraud and abuse, Medicare/Medicaid reimbursement, privacy/HIPAA law, and health information technology.

Notable Experience

- Successfully represented major home health agency in state licensing and reimbursement investigation and audit
- Member of trial team that successfully defended psychiatrist in major medical malpractice case involving claim of wrongful death of a 17 year old
- Successfully represented group of nurse midwives in contract negotiations with large hospital system
- Led team of legal and medical professionals in complete review and update of credentialing/privileging procedures and processes at large community hospital
- Provided legal advice and drafting of numerous agreements and forms in relation to a large community hospital's transition to fully electronic health records

Distinctions

- Selected as Benchmark Litigation Future Star in Benchmark Litigation, Guide to America's Leading Business Litigation Firms and Attorneys, 2008
- Vice-President, Board of Directors, Family Services of Greater Waterbury, 2006-present
- Judicial Clerkship, Connecticut Appellate Court, Honorable Paul M. Foti, 1994 and 1995
- American Jurisprudence Award for Torts, 1992
- American Jurisprudence Award for Criminal Procedure, 1992
- Honors for thesis entitled "Prosthetic Valve Endocarditis," research/thesis selected for presentation to Yale University School of Medicine faculty
- Phi Beta Kappa, 1984
- Dean's List, 1980-1984
- Ruth Hathaway Scholarship for Academic Achievement, 1982

Representative Speaking Engagements

- "Documentation for The Healthcare Professional," July 9, 2008
- Health Care Client Alert, February, 2008
- "Managing Risk and Protecting Assets-What You Should Know," February 7, 2007
- Non Profit Governance and Management Seminar- "Intermediate Sanctions-Know Your Worth," presented to Connecticut Community Foundation, a Nonprofit Assistance Initiative, August 10, 2005
- "Legal Issues Relating to the Medical Staff Credentialing Process," May 10, 2005
- "Hot Legal Topics for Today's Clinical Nurses," St. Francis Hospital and Medical Center, May 20, 2003

Professional Affiliations

- American Bar Association, Litigation Section and Health Law Forum
- Connecticut Bar Association, Litigation, Business and Health Law Sections

- Waterbury Bar Association
- Connecticut Health Lawyers Association
- American Health Lawyers Association
- Connecticut Society for Healthcare Risk Management
- Certified Physician Associate by the National Commission on Certification of Physician Assistants, October, 1987
- Connecticut Academy of Physician Assistants
- American Academy of Physician Assistants

Community Involvement

- Board of Directors, Family Services of Greater Waterbury
- Greater Valley Chamber of Commerce, Health Care Council
- Associate, Cushing/Whitney Medical Library, Yale University

Bar Admissions

- Connecticut, 1994

Court Admissions

- U.S. District Court, District of Connecticut, 2003

Education

- J.D., *with honors*, University of Connecticut School of Law, 1994
- Physician Associate Degree, *with honors*, Yale University, 1987
- B.A., *magna cum laude*, Wheaton College, 1984, Major in Biology with Minor Degrees in Chemistry and Italian
- Twelve College Exchange Program, Wesleyan University, 1983

Before Carmody

Before practicing law, Mariella practiced acute care medicine as a Physician Associate at St. Francis Hospital in Hartford, Connecticut. She practiced cardiology as part of a 12-member group of Physician Associates and in collaboration with attending physicians. She served as the assistant supervisor for the group of Physician Associates and her responsibilities included conducting peer review, drafting policies, and supervising Physician Associate students participating in cardiology rotations at the hospital. Prior to joining the staff at St. Francis Hospital, Mariella practiced internal medicine and geriatrics at the West Haven VA Medical Center.