

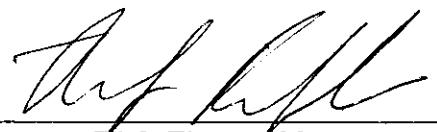
Bill No. 3953-08

## **APPOINTMENT**

Approving the appointment of Sally Griffith Cimini to serve as a member of the Personnel Board for a term to expire on December 31, 2010.

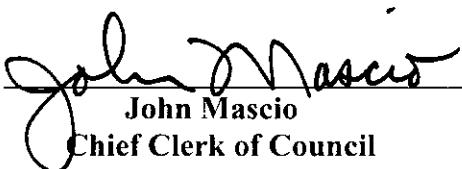
In Council June 3, 2008.

Read and approved by Motion of Council.



Rich Fitzgerald  
President of Council

Attest:



John Mascio  
John Mascio  
Chief Clerk of Council



DAN ONORATO  
COUNTY EXECUTIVE

# COUNTY OF ALLEGHENY

## OFFICE OF THE COUNTY EXECUTIVE

101 COURTHOUSE • 436 GRANT STREET  
PITTSBURGH, PA 15219  
PHONE (412) 350-6500 • FAX (412) 350-6512  
WWW.ALLEGHENYCOUNTY.US

3953-08

April 29, 2008

Honorable President and Members  
Allegheny County Council  
119 Courthouse  
Pittsburgh, PA 15219

ALLEGHENY COUNTY COUNCIL

Dear Council Members:

08 MAY 1 PM 10:51

Please find the attached resume of Sally Griffith Cimini, whom I am recommending for appointment to the Personnel Board.

The Personnel Board hears appeals of non-union employees and also assumes the responsibilities of the civil service commission. A complete list of all the duties of the Personnel Board can be found at Section 1001.04(E) of the Administrative Code. I am recommending that Ms. Cimini serve a three-year term, ending on December 31, 2010.

Ms. Cimini is the chairperson of the Employment and Labor Services Group of Babst Calland Clements and Zomnir. She regularly advises clients on employment discrimination cases, workplace harassment, disability accommodations, FMLA compliance, employee handbooks, and several other personnel related issues.

I appreciate your consideration, and ask you to act on this appointment as quickly as possible. Ms. Cimini will make herself available for review before the appropriate committee if members of Council wish to speak with her.

Sincerely,



Dan Onorato  
Allegheny County Executive

**BCCZ**

BABST | CALLAND | CLEMENTS | ZOMNIR  
A PROFESSIONAL CORPORATION  
ATTORNEYS AT LAW

## Sally Griffith Cimini

*Shareholder*

T: 412-394-6966

F: 412-586-1071

[scimini@bccz.com](mailto:scimini@bccz.com)

### **Area of Emphasis**

Sally Griffith Cimini is the chairperson of the Employment and Labor Services Group. She counsels and litigates on behalf of employers in all aspects of the employment relationship, from hiring through termination. She regularly advises clients on employment discrimination issues, workplace harassment, disability accommodation, Family & Medical Leave Act compliance, employee handbooks, human resource policies and practices, wage and hour issues, use of temporary/leased/contract employees, performance appraisals, workplace investigations, drug and alcohol testing, workplace privacy issues, disciplinary action and termination, reductions in force, employment at-will/wrongful discharge, alternative dispute resolution, union avoidance, employment agreements, restrictive covenants and confidentiality agreements, severance agreements, waivers and releases, and unemployment compensation claims.

Ms. Cimini routinely represents employers in employment discrimination litigation before the Equal Employment Opportunity Commission, Pennsylvania Human Relations Commission, Ohio Civil Rights Commission, and City of Pittsburgh Commission on Human Relations, as well as in state and federal court proceedings. Ms. Cimini also represents employers in all aspects of labor relations, including grievances, arbitration and National Labor Relations Board proceedings.

Ms. Cimini is also active in the field of alternative dispute resolution, both as an employment dispute arbitrator and mediator. She is an employment dispute arbitrator for the American Arbitration Association (AAA), and is a private mediator with Business and Employment Mediation. She has also mediated cases at the Equal Employment Opportunity Commission. Ms. Cimini is a certified adjunct settlement judge and also serves as a mediator and arbitrator in the Alternative Dispute Resolution program for the Pittsburgh Division of the U.S. District Court for the Western District of Pennsylvania. She is a panel mediator on the UPMC Intermediation Panel and serves on the Marsh CHART Mediation Panel.

### **Background**

Ms. Cimini's career has focused on employment and labor matters prior to, while attending, and since graduating from law school. She received her undergraduate degree in 1979 from Duquesne University with a double major in Speech Communication & Theatre and Journalism/Public Relations, and in 1982 earned a certificate in Personnel & Industrial Relations from the University of Pittsburgh. While attending college, she interned in the personnel department of a major banking institution in Pittsburgh.

She put herself through Duquesne University School of Law while working at Union Switch and Signal as a personnel specialist, and then as a law clerk for the Pennsylvania Human Relations Commission. She graduated from law school in 1986. Prior to joining Babst, Calland, Clements and Zomnir, P.C., Ms. Cimini practiced employment and labor law in both private practice and as in-house as employment counsel for a major electric utility in Pittsburgh.

Ms. Cimini also has extensive education and experience in alternative dispute resolution. She received her mediation training at Harvard Law School. She has completed advanced individual training in both traditional and transformative mediation from numerous trainers including nationally-recognized mediators Linda Singer and Michael Lewis. Ms. Cimini also has completed both the AAA Employment Arbitration I & II training programs.

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## **Membership and Affiliations**

Ms. Cimini is admitted to practice law in Pennsylvania, Ohio and West Virginia. She has represented clients in litigation before state and federal district courts located in Pennsylvania, Ohio, West Virginia, Indiana and New York. She also has litigated cases in the U.S. Courts of Appeals for the Second, Third, Fourth and Sixth Circuits. Ms. Cimini is also admitted to practice before the U.S. Supreme Court.

Ms. Cimini belongs to the labor and employment law sections of the Allegheny County, Pennsylvania, Ohio and American Bar Associations. She is also active with the Allegheny County Bar Association's Project Challenge (for which she is an unemployment compensation mentor). Ms. Cimini is a member of and previously served as Secretary, Legislative Chairperson, Newsletter Editor and a member of the Board of Directors of the Pittsburgh Personnel Association (now Pittsburgh Human Resources Association). She is the immediate past President, founding member and Legislative Liaison of Tri-State Society for Human Resources Management. She is also an instructor for the Pittsburgh Human Resource Association's preparation course for the HRCI SPHR/PHR exam. Ms. Cimini is certified as a Senior Professional in Human Resources (SPHR) by the Human Resources Certification Institute. She has served as a human resources advisor and trainer for Powerlink, an organization that provides advice to growing women-owned businesses. Ms. Cimini is on the faculty of the Pennsylvania Bar Institute's Employment Law Institute, where she is a regular speaker on employment law issues. She is also a frequent lecturer in business, academic, and legal communities on employment and labor law matters, as well as human resource issues. She is also on the Legal Committee of the Pittsburgh AIDS Task Force.

Ms. Cimini is a member of the Association for Conflict Resolution, the Pennsylvania Council of Mediators (also a Board member), and the Mediation Council of Western Pennsylvania (also a Board member). She is a member of the Alternative Dispute Resolution Committees of the Allegheny County, Pennsylvania (also Co-Vice Chair) and American Bar Associations. Ms. Cimini is a member of the Association for Conflict Resolution. She was recognized as one of Pennsylvania's best lawyers in a 2005 and 2007 survey published in Philadelphia magazine.

## **Publications/Presentations**

Cimini, Sally Griffith, "Getting Paid in Pennsylvania: Basic Wage & Hour Law," Pennsylvania Bar Institute, January 2008, PBI No. 2007-4987.

Cimini, Sally Griffith, "Problem Employee Absenteeism," Tri-State Society for Human Resource Management and Fayette County Chamber of Commerce, January 2008.

Cimini, Sally Griffith, "Legal Issues in Hiring," Mon Valley CareerLink, January 2008.

Cimini, Sally Griffith, "Employment Law A-to-Z," Lorman Education Services, January 2008.

Cimini, Sally Griffith, "Effective Mediation Advocacy," Pennsylvania Bar Institute, December 2007.

Cimini, Sally Griffith, "Top Ten Things That Will Get Your Client Sued," Association of Corporate Counsel of America, Pittsburgh Chapter, December 2007.

Cimini, Sally Griffith, "Effective Mediation Techniques," U.S. District Court for the Western District of Pennsylvania, Alternative Dispute Resolution Training Program, December 2007.

Cimini, Sally Griffith, "Top Ten Things That Will Get Your Client Sued," Pennsylvania Bar Institute, Employment Law Institute West, November 2007.

Cimini, Sally Griffith, "Preventing Workplace Violence," YWCA of Greater Pittsburgh, October 2007.

Cimini, Sally Griffith Cimini, "Mediation of Employment Disputes," Pittsburgh Human Resources Association 2007 Annual Conference, September 2007.

*Additional Presentations/Publications Available Upon Request*