

STATE OF CONNECTICUT  
LABOR DEPARTMENT

CONNECTICUT STATE BOARD OF LABOR RELATIONS

IN THE MATTER OF

WILLIAM s. ZEMAN

DECISION NO. 3448

and

OCTOBER 22, 1996

CONNECTICUT BAR ASSOCIATION, ET AL

**DECLARATORY RULING**

Pursuant to the Regulations of Connecticut State Agencies and with the support and endorsement of labor law practitioners statewide, the Connecticut Bar Association requested, **from** the Connecticut State Board of Labor Relations, a Declaratory Ruling in the above captioned matter. Specifically, the Petitioner requests this Board to issue a ruling declaring that William S. Zeman has served the labor relations community of the State of Connecticut in an exemplary manner for My-five years; has consistently represented his clients with great skill and grace; and has contributed greatly to a substantial number of cases considered by the Connecticut State Board of Labor Relations over the years. Based on the above, Petitioner requests this Board to declare that William S. Zeman deserves our utmost respect and many thanks for his contributions to the field of labor relations in the State of Connecticut.

All interested parties have been consulted and have given their resounding support for the petition. Thus, based on the **full** record before us, including many years of highly skilled representation of clients before this Board, we render the following Declaratory Ruling.

### FACTS

1. William S. Zeman was born in Hartford, Connecticut on December 30, 19 13. His parents were the late Dr. Bumhardt Zeman and Annie Saxe Zeman.

2. Mr. Zeman (known as Bill to his **friends** and colleagues) was educated in the Hartford Public Schools and also spent one year at Worcester Academy, before entering Harvard College in the **fall** of 1932. In 1936, he received his AB Degree **from** Harvard and in 1941 was graduated **from** the University of Connecticut School of Law.

3. During the interim between college and law school, Bill was a part-time reporter for The Hartford Times and also served as a Legislative Agent for the Connecticut State CIO Council.

4. Bill was admitted to the Connecticut Bar in July 1941 and was employed **from** 1941 • 1945 by the United Electrical Workers Union, CIO, as General Counsel and Manager of Amalgamated Local 281 which represented employees in eighteen (18) metal trades plants in the greater Hartford area. In this position his duties were primarily concerned with contract administration, arbitration and litigation before the National Labor Relations Board and the National War Labor Board. During the time that Bill served as General Counsel and Manager of Local 281, the Local maintained a one hundred percent (100%) observance of its “no-strike” pledge in support of **full** and uninterrupted production during World War II.

5. During the above period of time, Bill was a member of Connecticut State Guard and also served on the Mayor of Hartford’s War Bond Committee.

6. In 1945 Bill began the full time practice of labor law representing various AFL and CIO unions. From that time until the present he has continued to represent labor unions in the private and public sector. From 1963 • 1979 Bill was General Counsel for Council #4, AFSCME, AFL-CIO. In that capacity, he handled a large volume of prohibited practice complaints before the Connecticut State Board of Labor Relations. A substantial number of decisions issued by the Labor Board during this time involved cases in which Bill represented AFSCME. In all, Bill appears as counsel in approximately 180 decisions of the Labor Board.

7. Bill married Evelyn Shimelman of Hartford on June 8, 1936. They have three children: Peter, a forensic psychiatrist; Andrew, an Episcopal clergyman; and Mary AM, an advertising executive. They have three grandchildren: Attorney Jeffrey B. Zeman, Karen Zeman and William F. Zeman.

8. In 1984 Bill was awarded the Whitney North Seymour Arbitration Medal by the American Arbitration Association.

9. In 1988 Bill received a Medal of Excellence from the University of Connecticut School of Law.

10. Bill has no plans to retire and intends to practice labor law as long as clients still desire his services.

### DISCUSSION

We note first that there is great support for the petitioner's request in this matter. We have received no argument opposing the issuance of the requested declaration and, indeed there appears to be no objection from any source. While it is unusual for us to be presented with a unanimously supported request, we admit that we are not surprised by

the uniformity of position among practitioners, given the subject matter in this case. It is a significant event, however, when, as here, individuals from labor and management, as well as “neutrals” wholeheartedly support a single position. Under such circumstances, it is certainly appropriate for us to take into consideration the opinions of the labor relations community and we will do so

The issue before us requires us to consider all the uncontroverted facts as described above. The record is replete with the accomplishments of Mr. Zeman and of his tireless efforts on behalf of unions and workers in both the public and private sectors. We cannot ignore the number of years during which organizations and individuals have entrusted their labor problems to Bill nor can we discount the number of respected organizations which have called upon Bill for counsel. As the evidence indicates, Bill has appeared as counsel in nearly two hundred Labor Board decisions. It goes without saying that his representation of clients has contributed significantly to the formulation and development of public sector labor law in this state. We are also aware that his talents are applied with equal vigor at the federal level when representing clients in the private sector. Such facts go a long way toward establishing the appropriateness of the requested ruling. Indeed, it may be said that formal acknowledgment of Mr. Zeman’s many contributions to labor relations in Connecticut is long overdue.

Our decision herein is also aided by the clear and unambiguous testimony of many practitioners who regularly appear before this Board. Esteemed members of the Bar, representing both management and labor, as well as union representatives, personnel directors and other participants in the field of labor relations have testified to the integrity,

honesty and intellect of Mr. Zeman. without exception, we have heard praise from his colleagues, allies and opponents; all expressing sincere support for this formal recognition of Mr. Zeman as a leader in the field and an individual of great character and substance. It is the rare practitioner who can garner such universal support among the many **different** players in this field and we are impressed by the comments of the community.

As we make our **determination** in this matter, it would be **difficult** for us to discuss Mr. Zeman's many accomplishments without also recognizing the work and contributions of Mrs. Evelyn Zeman whose capabilities we have personally observed in many proceedings before this Board. It is with great respect for her work as well that we make this declaration.

Therefore, having considered the voluminous evidence in support of the request for Declaratory Ruling and taking into consideration the total absence of opposition to the petition, we grant the petitioner's request as stated below.

#### **DECLARATORY RULING**

By virtue of and pursuant to the powers vested in the Connecticut State Board of Labor Relations, it is hereby **DECLARED** that:

The labor relations community in the State of Connecticut is indebted to William S. Zeman for his many contributions to the field of labor relations through **fifty-five** years of

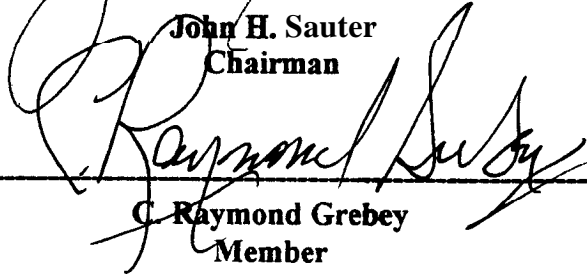
the exemplary practice of labor law and hereby expresses its respect and offers its heartfelt thanks.

**CONNECTICUT STATE BOARD OF LABOR RELATIONS**



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**John H. Sauter**  
Chairman



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**C. Raymond Grebey**  
Member



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**Thomas Gutteridge**  
Member