

Email: sambuccoarb@comcast.net

Present Occupation: Fulltime Arbitrator

First Business Address:

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Second Business Address:

M114, 8220 East Garfield Street
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PROFESSIONAL AFFILIATIONS:

American Arbitration Association	NARR	National Arbitration Center
IRRA, Northeast Ohio		IRRA (National & International)
Labor & Employment Relations Association		Association for Conflict Resolution

EDUCATION:

MBA	Masters in Business Administration	West Virginia University
BS	Economics and Labor Relations	Ohio University and West Liberty College
Cert.	Negotiating and Administering Labor Contracts,	University of Michigan Graduate School
Cert.	Southern Methodist U., School of Law, "Labor & Employment Law Seminar,"	1993
Cert.	FLRA, Professional Development Seminar on "Federal Sector Arbitration"	1994
Cert.	Stetson University College of Law, "Tenth Annual Labor & Emp. Law Conf."	1995
Cert.	AAA, Challenges of the Heartland V, "Remedies in Arbitration,"	2001
Cert.	National Mediation Board Training, "Railroad Dispute Resolution",	2002
Cert.	Southwest Labor-Management Conference, Co-Sponsors, FMCS, NLRB,	2002
Cert.	Ohio SERB, Prof. Development Conference on "Developing Labor Law",	2004
Cert.	AAA, "Labor Arbitrator II Workshop, "Advanced Case Management Issues",	2004
Cert.	FMCS, Prof. Development Symposium on "Remedies", Sept. 30, 2005, Columbus, Ohio	
Cert.	Ohio SERB, Prof. Dev. Conference on "Ohio Public Sector Fact-Finding",	Oct. 7, 2005

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1980 – Present: Arbitrator. Arbitrate labor cases and serve as Fact Finder (see industries and issues below) for FMCS, AAA and Ohio SERB. 1977 to 2000, Associate Professor of Economics and Labor Relations at West Virginia Northern Community College and Ohio University. Taught courses in Arbitration, Labor Relations, Collective Bargaining, Interpreting Labor Agreements, Grievance Handling, Personnel Management, Wage & Salary Administration, Business Law I and II, Principles of Management, Macroeconomics and Microeconomics. 1968 – 1977, served as Personnel Supervisor and Labor Relations Supervisor for Ohio Power Company (AEP). Responsible for Contract Negotiations, Employee Relations, Wage and Salary Administration, Grievances, Affirmative Action, Recruiting, Workers' Compensation, Safety, and Supervisory Training. 1954 – 1968, worked as a Construction Laborer in Local 809, Steubenville, Ohio and as a Journeyman Ironworker in Local 549, Wheeling, WV. Worked for many Building Contractors and served as Union Steward on several projects.

INDUSTRIES:

Agriculture, Automotive, Bakery, Beverage, Building Products, Cement, Chemicals, Communications, Construction, Dairy, Education, Electrical Equipment, Foundry, Glass, Grain Mill, Groceries (Wholesale and Retail), Healthcare, Machinery, Maritime, Metal Fabrication, Office Workers/Clerical, Painting, Paper (Packaging and Recycling), Plastics, Petroleum/Petrochemicals, Plumbing, Police and Fire, Refractory, Rubber, Steel.

ISSUES:

Absenteeism, Arbitrability, Automation, Bargaining Unit Work, Call-In Pay, Conduct (Off Duty), Discipline (Non-Discharge), Discipline (Discharge) Drug/Alcohol Offenses, Family Medical Leave, Holidays, Insurance, Leave, Vacation, Health/Hospitalization, Hiring Practices, Job Assignment, Job Elimination, Job Performance, Job Posting/Bidding, Job Qualifications, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Overtime, Past Practices, Promotion, Shift-Work, Safety, Seniority, Severance Pay, Subcontracting/Contracting, Holiday Pay, Job Classification, Transfer, Scheduling.

PERMANENT PANELS:

Social Security Administration & American Federation of Government Employees; SSA/AFGE

ARBITRATION ROSTERS:

Federal Mediation and Conciliation Service
American Arbitration Association

State of Ohio, (SERB)
National Mediation Board

FEES:

PER DIEM FEE: \$800 **DOCKETING FEE:** None **CANCELLATION FEE:** (See Below)

Grievance Arbitration: The fee is \$800 per day for hearing and for research and preparation of the opinion and award. A hearing day is any portion of a day up to eight hours. Time for research and preparation is prorated.

Cancellation/ Postponement Policy: If the scheduled hearing is postponed or canceled with notice of less than four calendar weeks (28 days), the per diem fee for each scheduled day of hearing will be charged. Parties will be billed equally unless they mutually agree to other arrangements.

Interest Arbitration or Expedited Arbitration: Arbitrator charges \$1,000 per day ((for up to eight (8) hours)). Time for research and preparation is prorated at \$100 per hour.

Travel Time: Arbitrator charges per diem fee for any portion of a travel day up to eight hours. Arbitrator reserves the right to select mode of transportation and anything over six (6) hours driving time will usually be by air transportation. Arbitrator charges from the nearest business address.

Expenses: Arbitrator charges actual cost of reasonable expenses, (supported by receipts) including airfare, car rental, food and lodging. Automobile mileage is charged at the applicable IRS mileage rate. Arbitrator charges actual expenses for copying and long distance phone calls.

SELECTED DECISIONS can be reviewed on the **Internet** at the **National Arbitration Center**;

<http://www.lawmemo.com/arb/arbitrator/sambuco.richard.htm>

Detailed fee schedules will be forwarded to the parties immediately upon selection.