

RESUME OF PANEL ARBITRATOR

SAUL SCHEIER
32 Edgewood Ave.
Hastings on Hudson, NY 10706
914-478-4153
Email Scheier100@yahoo.com
Fax: 914-478-1789

Second Business Address
P.O. Box 941
Lee Ma. 01238-9998
413-243-1858

GRIEVANCE AND ARBITRATION EXPERIENCE

Full-time arbitrator since 1993. Issues include: Absenteeism; Arbitrability; Bargaining Unit Work; Contract interpretation; Discipline (Discharge and Non Discharge); Age, Race, Sex & National Origin Discrimination; Drug/Alcohol Offenses; Holidays & Vacations; Hiring Practices; Promotions; Layoffs/Bumping/Recall; Management Rights; Past Practices; Pension and Welfare Plans; Welfare Plan Contributions; Seniority; Subcontracting/Contracting Out; Union Security; Holiday Pay; Overtime Pay; Severance Pay; Vacation Pay; Job Classification and Rates; Work Hrs./Schedules/Assignments; Violence or Threats. Sectors and Industries include Chemical, communications, computer services, lumber, manufacturing, paper, printing, public utilities, (telephone, gas & electric), trucking, securities, waste disposal. Public sector includes corrections, fire, police & sanitation departments, OTB, NYC-OCB matters & Dept of the Navy.

WORK EXPERIENCE: 15 years of experience in labor, employment law and collective bargaining. Retired as "Labor Counsel" of the New York Telephone Company (now "Verizon"), a senior management position. As the chief labor and employment attorney of a company with over 50,000 unionized employees I was responsible for all legal matters, pertaining to its labor and personnel relations. *e.g.*, arbitrations, labor, employment and EEO litigation, employee benefit plans, wage and hour and safety requirements. I represented the Company in federal and state courts, supervised a staff of labor attorneys and consulted with senior management. Served as a trial counsel in numerous lawsuits, arbitrations and administrative proceedings (eg., NLRB, NYSDHR, NYCHRC), and argued appeals in New York & 2d circuit courts of appeals and intermediate appellate courts. Drafted NYT's collective bargaining agreements and AT&T's national labor and benefit agreements that became boilerplate for all 19 Bell System companies. Also extensive general civil litigation and trial experience in federal and state courts.

REFEREE TRAINING: Railroad Dispute Resolution-Referee Orientation

PERMANENT PANEL: New York State OER & CSEA.

EDUCATION: Harvard Law School, LLB; CCNY, BA

PER-DIEM FEE: \$1100.00; Full *Per-Diem* fee if cancellation or adjournment occurs less than 14 full days before the scheduled hearing date. Incurred travel expenses will be charged, auto mileage at IRS rate or actual auto rental fees. Overnight stays and round trip travel in excess of four hours will be charged at ½ the *per diem* rate.

PROFESSIONAL MEMBERSHIPS: New York State Bar Association (Labor Section, Arbitration and Collective Bargaining Committees); American Bar Assn.; Bar Association of the City of New York (Arbitration Committee); New York County Lawyers Association (Labor Relations Committee; Industrial Relations Research Association; Society of Federal Labor Relations Professionals.