

Alice Winkler, Esq.
(212) 877- 6335
AWink@att.net

Panels and Rosters

Arbitration

- ◆ *American Arbitration Association*
- ◆ *Federal Mediation and Conciliation Service*
- ◆ *National Arbitration and Mediation, Inc.*
- ◆ *National Association of Securities Dealers*
- ◆ *National Mediation Board*
- ◆ *New Jersey Board of Mediation*
- ◆ *New Jersey Public Employment Relations Panel*
- ◆ *New York City Office of Collective Bargaining (pending)*
- ◆ *New York State Elections Board*
- ◆ *New York State Employment Relations Board*
- ◆ *New York Stock Exchange,*
- ◆ *Eastern District Court, New York*

Mediation

- ◆ *New Jersey Civil Court*
- ◆ *New York City Bar Association, Coop Condo Panel*
- ◆ *New York Civil Court, Commercial Division*

FIND/SVP Business Advisory Service, (currently known as Guideline, Inc.) October 2000 – November 2004 **Human Resources and Legal Consultant**

- ◆ Advised clients on employment and legal issues. Employment issues included matters of employee relations, the development and implementation of employment policies and procedures, employee handbooks, training programs, compensation for executive and managerial employees, benefits trends, recruitment and employee sourcing methods, change management, and employee retention strategies. Legal issues included background checks, trademark searches and general research of legal trends in business.
- ◆ Promoted the human resources sub-specialty at FIND/SVP by meeting with prospective clients, developing and maintaining ongoing client relationships, and promoting an array of client services.
- ◆ Wrote extensively on emerging trends in the industry. Topics included the prospective change in workplace demographics and corporate governance to recruiting motivating and retaining employees.

Metro North Railroad, October 1990 – October 2000

Labor and Employee Relations Attorney

- ◆ Counseled managers on the disposition of employment related matters ranging from recruitment, department reorganizations, compensation, training, performance evaluations and discipline, to overtime distribution.
- ◆ Developed and implemented employment policies.
- ◆ Resolved and mediated employee relations issues.
- ◆ Investigated discrimination complaints and workplace injury claims.
- ◆ Designed and conducted management training seminars on a variety of topics including sexual harassment and substance abuse.
- ◆ Interpreted and applied multiple collective bargaining agreements in a decentralized work environment.
- ◆ Negotiated with union representatives regarding the resolution of employee grievances and terms and conditions of collective bargaining agreements.
- ◆ Represented Metro North in alternative dispute resolution proceedings regarding contractual and disciplinary disputes.

New York City Office of Collective Bargaining, April 1988 – September 1990

Trial Examiner

Wrote administrative determinations regarding the arbitrability of grievances, scope of bargaining issues and improper employer/employee organization practices. Conducted fact-finding hearings. Represented the agency in litigation.

Degrees/ Certifications

- ◆ Fordham University School of Law, J.D. Admitted to New York and Massachusetts Bars
- ◆ Brandeis University, B.A., Economics, Dean's List
- ◆ Society for Human Resource Management's SPHR certification as Senior Professional in Human Resources

Specialized Training

- ◆ *New York State Bar Association, Labor and Employment Section, Arbitrator Mentor Program*
- ◆ *American Arbitration Association/National Academy of Arbitrators, New Arbitrator Training Program*
- ◆ *New York Civil Court Commercial Division Mediator Training Program*
- ◆ *Equal Employment Opportunity Commission's mediator training program (New York District Office)*
- ◆ *Equal Employment Opportunity Commission's ADR Unit, Intern*

Associations

- ◆ *Association of the Bar of the City of New York, Alternative Dispute Resolution Committee*
- ◆ *New York State Bar Association, Labor and Employment Section*
- ◆ *Labor and Employee Relations Research Association*
- ◆ *Society for Human Resource Management*
- ◆ *HR/NY*
- ◆ *Coalition for the Homeless, First Step Job Training Program (Mentor)*