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**Present Occupation:** Arbitrator/Mediator

**PROFESSIONAL AFFILIATIONS:**

Massachusetts Bar Association

Boston Bar Association

Labor Employee Relations Association, Boston Chapter

**EDUCATION:**

JD Law Boston College Law School 1967

BA Government University of Massachusetts 1964

**CERTIFICATIONS:**

Law Massachusetts 1967

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

**2008 – Present:** Arbitration and mediations of labor and employment disputes. Designed and presented workshops on collective bargaining, discipline in the work place and general best practices in labor relations in the public and private sector. **2001 – 2007:** Regional Director, Boston Region, Federal Labor Relations Authority. Exercised program direction and leadership over the Federal Labor Relations Program throughout the geographic jurisdiction of the Boston Region that includes the six New England States, New York, New Jersey, Pennsylvania and Puerto Rico. Decided thousands of unfair labor practice allegation and representation disputes under the Federal Service Labor-Management Relations Statute (FSLMR). **1979 – 2000:** Regional Attorney, Boston Region, Federal Labor Relations Authority. In charge of all legal work and litigation arising in the region and played a lead role in the development of the law under the FSLMR as well as facilitating the resolution of work place disputes utilizing traditional and interest based techniques. For twenty years represented the FLRA nationally before arbitrators and other third party tribunals such as the EEOC, Merit Systems Protection Board and the Office of Special Counsel. **1968 – 1979:** Attorney, National Labor Relations Board Washington, D.C and Field Attorney and Supervisory Attorney National Labor Relations Board, Region One, Boston, Massachusetts. Investigated and prosecuted unfair labor practice cases and represented the NLRB in Federal and District Courts and supervised the work of a team of field attorneys.

**TEACHING EXPERIENCE**

**1976 – Present:** Adjunct Faculty, Babson College, Graduate School of Business (to 1994) and Adjunct Faculty Boston College, Woods School of Advancing Studies (from 1983 to the present). Courses at the graduate/undergraduate level focus on contract administration and collective bargaining in the private and public sectors and introduce students to the basic and emerging areas of labor and employment law including wage and hour requirements; age, race and sex discrimination; the Family and Medical Leave Act; and the role of ADR in a union or non-union environment.

**SPEAKING ENGAGEMENTS:**

“Evidentiary Issues in Labor Arbitration – Arbitral Subpoenas in Labor Cases,” MA Bar Association Labor Employment Spring Conference, May 13, 2008; “Union’s Right to Representation During Meetings Involving Third Party Proceedings,” Department of Homeland Security Labor Law Conference, July 2007;

“Law and Procedure Under the FSLMRS,” AFGE Convention, Caribbean District, San Juan, Puerto Rico, May 2004; “Use of ADR to Resolve ULP and REP Cases,” NE Consortium of State Labor Relations Agencies, July 2003; “Recent Developments Under the Law,” Society of Federal Labor Relations Professionals, April 2003.

**INDUSTRIES:**

Federal and state government; newspapers; health care; hospital/nursing home; manufacturing; food; meat packing; metal fabrication; office workers/clerical; police and fire; education; meatpacking; transportation; education; food distribution; brewery; warehousing; automotive; chemicals; gas and electric.

**ISSUES:**

Affirmative action; absenteeism; arbitrability; bargaining unit work; conduct (off-duty/personal) demotion; discipline; discrimination; fringe benefits; hiring practice; job performance; job posting/bidding; layoffs/bumping/recall; management rights; official time; past practices; pensions (federal); promotion; retirement; safety/health conditions; seniority; sexual harassment; strikes/lockouts, work stoppages/slowdowns; informational picketing; wages (overtime and holiday pay); working conditions/work orders; threats or violence; and negotiability.

**ARBITRATION ROSTERS:**

FMCS Roster of Arbitrators  
AAA Labor Panel

**PERMANENT PANELS:**

NTEU/Patent and Trademark National Panel  
APWU/USPS Expedited Panel Massachusetts and S.E. New England Districts

**FEES:**

**PER DIEM FEE:** \$1,100 **DOCKETING FEE:** none **CANCELATION FEE** (see below)

**RESEARCH AND PREPARATION:** \$137.50 per hour for research and writing time.

**CANCELATION POLICY:** If the scheduled hearing is postponed or canceled with notice of less than three calendar weeks (21 days), the per diem fee for each day of hearing shall be charged.

**EXPENSES:** Arbitrator charges actual costs of reasonable expenses including airfare, car rental, food and lodging. Automobile mileage is charged at the applicable IRS expense rate. Arbitrator does not charge for normal office charges relating to the preparation of the award such as copying, postage or phone calls.

**TRAVEL TIME:** If travel is necessary on a day other than the hearing day, the arbitrator charges one-half the per diem rate (\$550.00) for travel up to 4 hours and the full per diem fee (\$1,100.00) for travel over 4 hours.

**PRE-HEARING AND POST-HEARING MATTERS:** The arbitrator does not charge for brief calls regarding procedural or logistical matters.