

## MARGO R. NEWMAN, ESQ.

OCCUPATION: Arbitrator/Mediator

### ADDRESSES:

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410 Glencairn Avenue  
Toronto, Ontario  
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(416) 487-2335

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### GENERAL EXPERIENCE:

Attorney  
Trial Specialist  
Attorney  
Arbitrator

U. S. Railway Association, 75-76  
National Labor Relations Board, 76-81  
Asher, Gittler, Greenfield, et al, 81-88  
88-Present

### LABOR AND ARBITRATION EXPERIENCE:

#### ISSUES:

Absenteeism, Arbitrability, Contract Interp/Appl, Discharge, Discipline, Discrimination (sex, race, religion, handicap), Drug & Alcohol Testing, Higher Level Work & Pay, Holidays & Holiday Pay, Incentive Rates/Standards, Injury Leave, Job Evaluation, Job Posting & Bidding, Layoff, Bumping, Recall, Management Rights, NLRB Deferral Issues, Overtime, Past Practice, Pensions, Performance of Bargaining Unit Work, Reasonable Accommodation, Right to Union Representation, Safety, Scheduling of Work, Seniority, Sick Leave, Transfer, Training, Union Business, Wages, Work Assignments, Work Performance, Work Rules

#### INDUSTRIES:

Beverage, Chemical, Construction, Dairy, Federal Sector, Glass, Health Care, Manufacturing, Meat Packing, Public Sector (Municipal and State including Police, Park District, Transit, Board of Education, Mental Health & Developmental Disabilities), Retail Food, Security, Service Industry, Steel, Transit, Trucking & Storage, Utilities

PERMANENT PANELS & LISTINGS : NAA, AAA, FMCS, NMB, ONTARIO MINISTRY  
OF LABOUR, LABOUR CANADA, CTA & ATU, USPS & APWU

### EDUCATION:

BA, History  
JD, Law

University of Michigan, 1971  
George Washington University, 1975

### CERTIFICATIONS:

Teaching New York, 1972  
Law New York, 1976  
Law Illinois, 1981  
Arbitrator Development Program, Ontario, 1992

FEES: \$1300 per day plus expenses. Full day per diem for travel time of 4 hours or more required on day prior to, or after, hearing. Cancellation fee of one day for each day of hearing cancelled or postponed four weeks or less prior to set date.