

## **ELMER H. BEBERFALL**

### **ARBITRATION EXPERIENCE**

#### **Full Time Practice of Arbitration**

1991-Present

#### **ISSUES**

Arbitrability, contract interpretation/application, discharge, discipline, holidays and holiday pay, incentive rates/standards, layoff, bumping, recall, new/reopened contract, promotion/up-grading, seniority/ability, wages.

#### **INDUSTRIES**

Auto, aerospace, electrical, health care, hospital, iron, machinery, manufacturing, metal, public sector & steel.

### **LEGAL EXPERIENCE**

Sipser, Weinstock, Harper & Dorn  
Partner-Labor Law Firm

1972-1990

Represented clients in the private and public sector in many industries in more than 600 arbitration cases as attorney of record in such issues as arbitrability, bargaining units, discharge and discipline, disparate treatment, drug and alcohol abuse, insubordination, job classification, management rights, NLRB deferrals, past practice, progressive discipline, severance pay, seniority rights, wages, etc.

Appeared in various state and federal courts in labor and other litigation, the National Labor Relations Board, and other administrative agencies. Submitted numerous briefs to the Courts, the NLRB and administrative agencies.

### **EDUCATION**

Brooklyn Law School, J.D.  
University of Michigan, M.A.  
Brooklyn College, B.A.