



NYC Office of Collective Bargaining Resume of Neutral

Name: Melissa H. Biren

Arbitrator Since: 2002

Arbitration/Mediation Experience

Arbitrator and mediator in labor and employment matters in the public and private sectors. Heard hundreds of cases involving contract interpretation and discipline (see "Issues" below). Industries include: banking; building services; communications; construction/real estate; emergency medical services; entertainment; financial services; fire departments; food services; health care/hospitals; hotels; manufacturing; non-profit organizations; nursing; pharmaceuticals; police departments; public schools; restaurants; retail; sales; security; social services agencies; technology; telecommunications; transportation; universities and various additional city/municipal agencies.

Panels/Permanent Arbitrator

AAA (Labor and Employment Panels); CUNY/Professional Staff Congress; FMCS; NYS PERB; NYC Dept. of Education/UFT 3020a; NYC OCB; NYC Transit Authority/Transport Workers Union Local 100; NJ Public Employment Relations Commission; NJ State Board of Mediation; Realty Advisory Board on Labor Relations/SEIU Local 32BJ; US Postal Service/American Postal Workers Union; Washington Metropolitan Area Transit Authority/Local 689, Amalgamated Transit Union.

Issues/Industries

Issues: arbitrability; bargaining unit work; benefits; compensation; contract interpretation; contracting out; defamation; disability; discipline/discharge; discrimination; drug/alcohol testing; holidays; insubordination; job performance; leaves of absence; management rights; mandatory overtime; off-duty conduct; past practices; retaliation; out-of-title work; safety; scheduling; sexual harassment; theft; threats/violence; time and attendance; training; transfers; vacation; wage differentials; work stoppages. Industries - see above.

Work History

Admitted to practice law in NY, NJ and CT. Over 25 years' legal experience focusing on traditional labor and employment matters, including extensive experience in collective bargaining negotiations, contract administration and labor and employment litigation before Federal and State courts and agencies and arbitrators. Served as General Counsel for Fortune 500 companies immediately prior to becoming a full time neutral.

Education

JD magna cum laude, Albany Law School of Union University; member Albany Law Review.
BA with honors, in Sociology, from Harpur College, SUNY Binghamton; Phi Beta Kappa.

Professional Affiliations

National Academy of Arbitrators; NYSBA (Labor & Employment); NJSBA (Labor & Employment); ABA (Labor & Employment); NJ LERA (past president); Sidney Reitman Employment Law Inn of Court.

Relevant Work\Training\Publications

Publications: Discipline and Discharge in Arbitration, Second Edition, Norm Brand & Melissa Biren, Editors-In-Chief (BNA 2008). Speaker and Lecturer: 31st Annual NLRB Conf (2009); NJ PERC Conference (2009); NYS Bar Assoc Labor & Employment Law Fall Meeting (2007); Scheinman Institute Labor Arbitration Development Program (2009). Regularly attend CLE programs in labor/employment/ADR.

Date December 8, 2010