

ALFRED H. BOWEN
555 West 227th Street
Bronx, New York 10463
718-543-1356

Arbitrator- Office of Collective Bargaining-City of New York
October 1999 to date

Ruled on disputes brought to arbitration by DC 37 (Local 1549), Local 237, I.B.T., Local 371 SSEU, and the Organization of Staff Analysts. Dealt with issues of health and safety, out-of-title, and employee discipline.

Deputy Director of Labor Relations

Human Resources Administration
City of New York

October 1975 to October 1996 (Retired)

Represented this NYC Agency of 28,000 employees at labor management meetings, collective bargaining sessions, and arbitrations.

Supervised the Agency's Hearing Officers and signed off on all grievance determinations. Oversaw the Agency's handling of the appeals process. Negotiated settlements with labor unions. Provided advice and counsel to management on labor relations issues.

As Deputy Director of Personnel Services, directed employment, employee relations, job classification, salary administration, and payroll functions. Personally managed complex personnel projects. Represented Agency personnel management in defending against litigation. Established personnel policy and procedures.

Director of Employee Relations

Health Services Administration
City of New York

October 1970 to October 1975

Managed employment, training, position evaluation, labor relations, and safety for this 6,000 employee agency. Supervised placement, transfer, induction, and employee orientation functions. Managed special Federal employment programs. Directed employee appraisal programs and an award-winning safety program.

Director of Employee Relations

Gentry Corporation

Fair Lawn, New Jersey

June 1969 to July 1970

Directed personnel and industrial relations for this food and chemical company. Formulated and implemented personnel policies, negotiated and administered contracts, managed wage, salary, and benefit programs. Recruited management staff; supervised non-exempt employment.

Manager of Personnel Services

CBS, Incorporated

New York, New York

August 1962 to April 1969

Directed Personnel for twenty sales offices, six distribution centers, two manufacturing operations, one research and development facility, and one printing plant. Coordinated recruitment on manpower, set up testing programs and other selection procedures, handled union grievances and negotiations. Conducted salary surveys and formulated schedules.

Management Consultant

Ernst & Ernst (now Ernst and Young)

November 1960 to June 1962

Handled executive recruiting for the Management Services Division of this CPA firm. Recruited and selected systems specialists, industrial engineers, financial consultants, and other management personnel. Managed college recruiting programs. Performed evaluations by tests, interview, and background research of clients' present and prospective management staff.

Education

Bachelor of Arts - Psychology - New York University

Master of Arts - Psychology - New York University

Advanced courses toward Doctorate - Columbia University

Per Diem Fee: \$700.00

