



NYC Office of Collective Bargaining Resume of Neutral

Name: Deborah M. Gaines, Esq.

Arbitrator Since: 2007

Arbitration/Mediation Experience

One hundred percent of time devoted to arbitration and mediation of labor and employment disputes. Over 15 years of experience in all areas of collective bargaining, contract interpretation, implementation, and enforcement.

Panels/Permanent Arbitrator

In addition to OCB, serve on the following panels: NYC Dept. of Education and UFT 3020-a Disciplinary Panel; District Council 37 and NYC Dept. of Education Disciplinary Panel; United States Postal Service and American Postal Service Workers Union, New York Metro Area Panel; NY State Employment Relations Board.

Issues/Industries

Industry Experience: Mining and Manufacturing; Public Sector; Education; Railroads; and Investment Banking.

Issues Include: Arbitrability, accident testing, compensation, contract interpretation, discrimination, disability, discipline/discharge; drug and alcohol testing; insubordination; job performance, management rights, off-duty conduct, overtime, past practice, safety and health, and seniority.

Work History

Assistant Executive Director, Directors Guild of America (2006-2007). General Counsel, Deputy General Counsel and Assistant General Counsel, NYC Mayors Office of Labor Relations (2004-2006; 2002-2004; 1992-1994). Vice President Human Resources, Goldman, Sachs & Co. (1999-2001); and Director of Employee Relations, Asarco, Incorporated (1994-1999).

Education

J.D., Hofstra University School of Law

B.S., Cornell University

Professional Affiliations

American Bar Association; Labor and Employment Law Section and Alternative Dispute Resolution Section; New York State Bar Association, Labor and Employment Law Section.

Relevant Work\Training\Publications

Certificate of Proficiency and Completion 2001, New York University School of Law (Center for Labor and Employment Law), Program on Employment Law and Mediator Skills Training for ADR Neutrals.

Date 8/08