



NYC Office of Collective Bargaining Resume of Neutral

Name: Robert S. Hite

Arbitrator Since: 2004

Arbitration/Mediation Experience

Hearing Officer on discipline and discharge cases.

Advocate from 1981 to 2006 on behalf of public sector labor unions, employees, and management regarding disciplinary and contract arbitration and contract negotiations and mediation involving State and Municipal bargaining units.

Panels/Permanent Arbitrator

Panels of Arbitrators: NYC Office of Collective Bargaining; NYS Employment Relations Board; Towns of East Greenbush and Rotterdam; Greater Amsterdam School District and Pawling Central School District.

Hearing Officer Panels: NYS Civil Service Law, Sections 72, 73 and 75; and Education Law, Section 3214.

Issues/Industries

Discipline and discharge; medical/physical ability to return to work; scope of negotiations; contracting out; past practices; management/confidential determinations; duty of fair representation; student discipline; administrative res judicata; contract repudiation; bargaining unit composition and others.

Work History

May, 2007 – Present: Member, New York State Public Employment Relations Board

2001-2007: Principal, Hite, O'Donnell & Beaumont, P.C.

1995-2001: General Counsel, AFSCME District Council 82

1981-1995: Principal/Associate Attorney, Rowley, Forrest, O'Donnell & Hite, P.C.

Education

JD, Albany Law School of Union University, 1980

BA, Colgate University, 1977

Professional Affiliations

Labor and Employment Relations Association; New York State Bar Association;

New York State Courts; U.S. District Court for the Northern, Southern, Eastern and Western Districts of New York; Second Circuit U.S. Court of Appeals.

Relevant Work\Training\Publications

Legal representation of public sector employers, unions and employees in connection with contract negotiations, contract and disciplinary arbitrations, improper practices and prosecution and defense of employment related claims in State and Federal Courts. Workshop training provided to union stewards regarding contract grievance processing.

Date October 18, 2007