



## NYC Office of Collective Bargaining Resume of Neutral

**Name:** Haydee Rosario, Esq.

**Arbitrator Since:** 2007

### **Arbitration/Mediation Experience**

Full-time neutral with over seventeen years of experience in labor-management relations. Considerable experience with issues relating to discharge, disciplinary matters, discrimination, contract interpretation/application, management rights, past practice, subcontracting, bargaining units, hiring hall, layoff/bumping/recall, and seniority rights in both private and public sectors. As the lead mediator, mediated approximately fifty five cases involving issues related to Title VII of the Civil Rights Act, the Age Discrimination Act, Family and Medical Leave Act and the Americans with Disabilities Act. Also a contract mediator for the U.S. E.E.O.C., Philadelphia and Miami offices.

### **Panels/Permanent Arbitrator**

American Arbitration Association, Labor Panel and AAA Mediation Panel; Federal Mediation and Conciliation Service; NYS PERB; NYC Dept. of Education and DC 37; NYC Dept. of Education and UFT, 3020(a) Hearing Panel; Guild for Exceptional Children and CSEA, Local 1000, AFSCME, AFL-CIO; UMWA & the Bituminous Coal Operators' Association, District 17; Verizon and CWA, Mediation & Arbitration Panel, NYS and PEF, Disciplinary Panel; and Local 342, UFCW and Various Employers.

### **Issues/Industries**

Issues: Arbitrability, contract interpretation/application, discharge/discipline, discrimination, health & welfare, job bid/posting, layoff/bumping/recall, leave of absence, management rights, seniority/ability.

Industries: Clothing, construction, food, health care, manufacturing, meat packing, service industries, textile, transportation, public sector (education).

### **Work History**

Arbitrator, Mediator, Self-employed, 2007-present; Attorney, New York City Department of Education, Office of Labor Relations and Collective Bargaining, 2006-07; Attorney, National Labor Relations Board, Region 29, 1991-06; Legal Assistant, Shneyer & Shen, P.C., 1990-91; Legal Intern, American Civil Liberties Union, 1989-90.

### **Education**

Queens College, CUNY Law School (JD-1990); University of Connecticut (BA, Cultural Anthropology-1986).

### **Professional Affiliations**

New York State Bar Association (ADR Section and Labor and Employment Law Section); New York City and Philadelphia Chapters of the Labor and Employment Relations Association ("LERA") and member of the NYC LERA Executive Committee.

### **Relevant Work\Training\Publications**

U.S. EEOC, New York District Office, ADR Program, 2008; NYSBA Dispute Resolution Section, Ethics Committee, The Ethical Obligations to Disclose the Mediator's Style to Ensure Informed Consent and Self-Determination, 2008; AAA Labor Arbitrator II: Advanced Case Management Issues, 2007; AAA - Labor Arbitrator I, 2007.

**Date** July 2 2010