



## NYC Office of Collective Bargaining Resume of Neutral

**Name:** Roy N. Watanabe

**Arbitrator Since:** 2009

### **Arbitration/Mediation Experience**

Full-time impartial arbitrator and mediator since January 2010. For over 30 years, extensive and varied experience as attorney representing unions and management in all areas of collective bargaining, contract enforcement and employee benefits laws in the private and public sectors. As advocate for management and labor, significant experience with, and knowledge of, labor-management and employment law issues in the following industries and sectors: Bakery, Broadcasting, Education, Entertainment, Federal Government, Hospital/Nursing Homes, Newspapers, State, County and Municipal Governments, Trucking, Telecommunications, etc.

### **Panels/Permanent Arbitrator**

New York City Office of Collective Bargaining Arbitrator Panel; SEIU 32 BJ/Realty Advisory Board Employment Mediator Panel; NYS Employment Relations Board Pro Bono Arbitrator Panel; Cornell University National Mediator Panel. NYC Dept. of Education/United Federation of Teachers 3020-a Disciplinary Panel. American Arbitration Association Labor Arbitrator Panel.

### **Issues/Industries**

Issues arbitrated, mediated or litigated include absenteeism, arbitrability, bumping and recall rights, delinquent fund contributions, discrimination, dishonesty, drug abuse and alcoholism, dues, duty of fair representation, fighting, health and safety, incompetence, insubordination, jurisdictional disputes, layoffs, leaves of absence, out-of-title pay, overtime, past practice, patient abuse, scheduling, severance, seniority, sexual harassment, sick leave, subcontracting, successorship, theft, vacations, workload, work rules, etc.

### **Work History**

1973-76, Honor's Program Attorney, Office of the Mayor of the City of New York, Office of Labor Relations, representing management; 1976-89, Associate/Partner, Cohn, Glickstein, Lurie Ostrin & Lubell, representing unions and Taft-Hartley employee benefits funds; 1989-2009, Partner, Spivak Lipton LLP, representing unions and public and private sector employee benefits funds; since January 2010, full-time impartial arbitrator and mediator.

### **Education**

Columbia College, A.B., 1969; Columbia Law School, J.D., 1973.

### **Professional Affiliations**

New York State Bar Assn. (Executive Committee member, Labor and Employment Law Section); Assn. of the Bar of the City of New York (Chair, Subcommittee on Arbitration; Chair, Subcommittee on Bankruptcy and Labor Law); American Bar Assn. (Committee on Labor Law and Arbitration); Association for Conflict Resolution.

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

Cornell University, ILR School, Scheinman Institute on Conflict Resolution, Labor Arbitrator Development Program, Labor Arbitrator, Employment Law Arbitrator, Employment Law Mediator training, 2009-2010; Advisory Board, NYU Law School, Center for Labor and Employment Law; Contributing Author, "National Labor Relations Act: Law and Practice," Mathew Bender, 1993.

**Date** March 7, 2011