

STEVEN C. KASARDA, ESQ.

Arbitrator - Mediator

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Industries

Baking; Brewing & Beverage Distribution; Building Services; Cement; Clerical/Office Workers, & Administrative; Clothing; Construction & Building Trades; Corrections, Elementary, Vocational, Higher Schools & Universities; Factory; Firefighting; Food (Manufacturing/Processing/Service); Iron Working; Law Enforcement; Packaging; Paper; Parks; Printing; Recycling; Retail; Sanitation; Security; Sheet Metal; Solid Waste, State, County & Local Authorities; Transportation; Trucking; Utilities; Warehousing.

Issues

Absenteeism; ADA Issues; Affirmative Action; Arbitrability; Bargaining Unit Work; Bereavement Leave; Bonuses; Call-In Pay; Conduct (Off-Duty); Contract Terms; Cost of Living Pay; Criminal Activity; Demotion; Discharge & Disciplinary; Age Discrimination; Disability Discrimination; Race Discrimination; Sex Discrimination; Drug Testing Policies Applications & Offenses; EEOC Charges; ERISA; FMLA Issues; Fraud; Fringe Benefits; Health/Hospitalization; Hiring Practices; Holiday/Vacation Leave; Holiday Pay; Horseplay/Fighting; Injuries; Insubordination; Job Abandonment; Job Performance; Job Posting/Bidding Rights; Just Cause Determinations; Maintenance Issues; Management Rights; Overtime; Past Practices; Pension Claims; Pension and Welfare Plans; Pension Withdrawal Liability; Personal Computer Usage; Plant Closings; Premium Pay; Promotions; Record Keeping/Falsification; Retirement; Safety Matters; Scheduling & Manpower Issues; Seniority; Sexual Harassment; Sick Leave; Smoking Policies; Strikes and Lockouts; Subcontracting/Contracting Out; Supplemental Contracts; Theft; Trustee Deadlocks; Union Security; Wage Rates; Work Stoppages.

Arbitration Panels and Contractual Appointments

American Arbitration Association

Federal Mediation and Conciliation Service

New York State Public Employment Relations Board

New Jersey State Public Employment Commission

National Mediation Board

New Jersey State Board of Mediation

- Labor Arbitration Panel
- Arbitration Panel for Employee Benefits and Withdrawal Liability

City of Newburgh/ Civil Service Employees Association, Local 1000, AFSCME

Specialty Trades Union, Local 741 and Interstate Waste, Inc. Action Carting, Inc.

Local 811, AFL-CIO and All County Bus

Local 670, RWDSU and Ocean Bay Services

Local 670, RWDSU and Miramar Building Services

Local 670, RWDSU and Metropolitan Properties Managed

New York State and Local Employees' Retirement System

New York State Police and Fire Retirement System

Financial Industry Regulatory Authority

Experience

2012 – Present: Designated as Arbitrator by Federal Mediation and Conciliation Service, New Jersey Board of Mediation, Financial Industry Regulatory Authority and pursuant to various collective bargaining agreements. Appointed to conduct hearings as a Hearing Officer by the New York State Comptroller and various county and local authorities, pursuant to the New York State Retirement, Civil Service, and General Municipal Law. **2011:** In private practice, represented management and union clients in areas of labor relations including contract administration, contract negotiations, arbitration, discipline and discharge, organizing, collection, and employment practices. Counseled and advised Taft-Hartley Trust Funds. **2005 – 2011:** In-House Counsel to New York District Council of Carpenters Benefit Funds, personally conducted dozens of arbitrations per month between union, fund, employer associations and/or independent contractors. Responsible for the drafting, negotiating and enforcing the wage and Fund related provisions of numerous collective bargaining agreements between the affiliated local unions, employer associations and independent employers on behalf of 18,000 members. **2001-2005:** Associate, O'Dwyer & Bernstein, LLP, - represented numerous public and private sector union clients in labor relations and employee benefit fund matters. Conducted scores of labor arbitrations in matters of discipline, discharge, seniority, past practices, drug policies and interest arbitrations.

Education and Training

Pace University School of Law, Juris Doctorate
Ramapo College of New Jersey, Bachelor of Arts, Law and Society
Federal Mediation and Conciliation Service's Arbitrator Training
American Arbitration Association's Labor Arbitrator Training
New York State Bar Association Labor & Employment Law's Arbitrator Training Program
Dispute Resolution Mediation Training, NYS Unified Court, Part 146

Professional Memberships and Associations

New York State Bar Association

- *Member of the Committee on Labor Relations Law and Procedure*
- *Member of the Committee on Labor Arbitration*
- *Member of the Committee on Employee Benefits*
- *Member of the Committee on Dispute Resolution*

District of Columbia Bar Association

New York State Administrative Law Judges Association

National Association of Administrative Law Judiciary

Labor and Employment Relations Association (NY and NJ)

Publication

Healthcare Obtains External Review, Health Law Journal, Publication of the Health Law Section of the New York Bar Association, Winter 1999, Vol. 4, No. 1.

Bar Admissions

State of New York

District of Columbia

Southern and Eastern Districts of New York