

Thomas J. Linden
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EMPLOYMENT HISTORY

Arbitrator, United Steel Workers UPSEU, AFL-CIO/Professional Transportation Inc. Agreement
2017 to the present

Permanent arbitrator for the Professional Transportation Inc. contract. Have experience in discipline and discharge cases as well as contract language interpretation cases. Appointed by both parties, all decisions are final and binding and relate only to the collective bargaining agreement. Recently appointed to the Federal Mediation and Conciliation Service (FMCS) Panel of Arbitrators.

New York State Public Employment Relations Board (PERB), Panel Mediator/Fact Finder
2011 to the present

Reporting directly to the Director of Conciliation for PERB, I am assigned to various mediation and fact-finding cases. Since 2011 I have successfully mediated 55 disputes and have also written 17 extensive fact-finding recommendations. Work mostly in school districts with teacher units as well as clerical and blue collar units. Fact finding reports can be found on the PERB and Cornell ILR websites.

Village of Bellport
2003 to 2011

After retirement from NEA/NY, worked part time for the Village of Bellport supervising their maritime operation.

UniServ Representative, NEA/NY
1993 - 2004

Responsible for negotiation, mediation, arbitration and fact-finding advocacy, training, grievance processing, and day-to-day servicing of up to eighteen school district locals on Long Island, Syracuse and Albany offices. Have been involved as advocate in over 50

arbitrations, both as an NEA and CSEA/AFSCME representative. Responsible for writing arbitration and fact-finding briefs as well as collective bargaining contract language.

In this position, I was liaison between the local, the statewide and the national union. Conducted leadership training in statute areas such as the Family Medical Leave Act (FMLA), retirement, sexual harassment laws and negotiation advocacy techniques.

I also have extensive experience representing the union at improper practice hearings before PERB administrative law judges. Have also represented members before hearing officers under Section 75 of the NYS Civil Service Law. I have extensive experience in all aspects of contract interpretation.

Commercial Marine Industry, Private Sector

1983 - 1993

Employed by Seabird Cruises and the Island Cruise Company as a manager of day to day operations. Was responsible for personnel, hiring and firing, training, daily sailing schedules, budget compliance, OSHA and ADA compliance and U.S. Coast Guard Inspections.

Collective Bargaining Specialist, CSEA (AFSCME Local 1000)

1969 - 1983

Responsible for bargaining of collective bargaining agreements with state government, political subdivisions and school districts. In 1970 was Chief Negotiator for the 50,000-member state Professional, Scientific and Technical unit. In addition, I have extensive experience representing members in various alternate dispute resolutions including fact finding, mediation and, arbitration. Represented members in disciplinary procedures under Section 75 of the NY State Civil Service Law. During my tenure here I also administered the Legal Assistance Program, authorizing payment to the union's regional attorneys and panel arbitrators.

Education

Le Moyne College, Syracuse, New York

Bachelor of Arts, English 1966

SUNY Albany, graduate studies in labor relations and finance.

Member

LERA, Long Island Chapter