SAMANTHA E. TOWER, ESQ.

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Member of the National Academy of Arbitrators

ARBITRATION AND MEDIATION EXPERIENCE

Full-time Labor and Employment Arbitrator/Mediator   Media, PA

Panels

       US Steel Corporation and United Steelworkers
       USPS/NPMHU Regular Contract Panel, Regular Discipline Panel
       USPS/NRLCA Regular Contract Panel, Regular Discipline Panel
       State of Connecticut and Connecticut State Police Union NP-1
       Denver City Council Panel of Arbitrators
       Baltimore Gas & Electric and IBEW Local 410

Rosters

       AAA Roster of Labor Arbitrators; Federal Mediation and Conciliation Service Roster of Arbitrators; National Mediation Board Roster of Arbitrators; AAA Workplace Investigation Roster; Pennsylvania Bureau of Mediation; Pennsylvania Labor Relations Board; Delaware Public Employment Relations Board; District of Columbia Public Employment Relations Board; New Jersey Public Employment Relations Commission; New Jersey Board of Mediation; Virgin Islands Public Employees Relations Board; Labor Relations Connection

OTHER PROFESSIONAL EXPERIENCE

City of Boston   Boston, MA
                                                                                     2006-2013

  • *Deputy Director of Labor Relations*

In addition to continuing to perform the duties listed below under Labor Counsel - Managed attorneys and support staff in the Office of Labor Relations. Participated in Department Head and Cabinet level meetings related to collective bargaining. Managed case flow to outside counsel.

  • *Labor Counsel*

Labor Counsel in the Office of Labor Relations that handles collective bargaining, impact bargaining, and contract administration for twenty-one (21) unions.   Represented the City in arbitration with public safety and civilian unions before labor arbitrators and in litigation before the Civil Service Commission and the Division of Labor Relations. Lead negotiator/ spokesperson at several tables in the main table collective bargaining of three-year contracts. Lead negotiator/spokesperson in impact bargaining regarding layoffs, bumping, job descriptions, and schedule changes. Served as a hearing officer in disciplinary hearings, wrote findings and

recommendations to the Appointing Authority. Participated in the mediation of unfair labor practice charges and bargaining impasse. Advised Departments in the administration of collective bargaining agreements. Conducted employment investigations, including interviewing witnesses, writing findings and recommendations. Participated in budget planning for departments and assessed the labor implications of restructuring operations.   Mediated disputes between unions and Department Heads or supervisors. Created training programs and trained managers and supervisors in various departments in contract administration, progressive discipline, past practice and negotiation.

Law Offices of Paul H. Merry   Boston, MA
Associate   2005 - 2006
Associate with employment law firm representing employees. Represented clients in proceedings before the Massachusetts Commission Against Discrimination and the Massachusetts Unemployment Board.

Malakoff Doyle & Finberg, P.C.   Pittsburgh, PA
Law Clerk   2004 – 2005
Law Clerk in firm representing plaintiffs in class action litigation of ERISA disputes.

INTERNSHIPS

Federal Mediation and Conciliation Service   Pittsburgh, PA
                                                                           2002 – 2003

Senator Rockefeller's Office   Washington, DC
                                                                           1999

EDUCATION

University of Pittsburgh School of Law   Pittsburgh, PA
Juris Doctor   May 2004

University of Vermont   Burlington, VT
Bachelor of Arts in English   December 1998

PROFESSIONAL AFFILIATIONS

National Academy of Arbitrators
Labor and Employment Relations Association
Massachusetts Bar Association

FEE FOR PROFESSIONAL SERVICES

$2,000 *per diem* for each hearing day, all time spent in study and preparation of Opinion and Award and time spent on travel, appropriate and reasonable expenses billed for travel.

Cancellation Notice and Fee: *Per diem* rate for any cancellation or postponement of a scheduled day of hearing if it is less than thirty (30) calendar days' notice.