

SAMANTHA E. TOWER, ESQ.
330 Kirk Lane • Media, Pennsylvania • 19063 • 617.777.0600
samantha.e.tower@gmail.com

ARBITRATION AND MEDIATION EXPERIENCE

Labor and Employment Arbitrator/Mediator Media, PA
Assistant to Arbitrator Shyam Das Ardmore, PA

Panels

**AAA Roster of Labor Arbitrators; Pennsylvania Bureau of Mediation;
Pennsylvania Labor Relations Board; U.S. Steel and USW, Lorain Ohio Plant;
Delaware Public Employment Relations Board; USPS/APWU Expedited Panels:
Appalachian, Western Pennsylvania, Kentuckiana; USPS/NPMHU Expedited
Panels: Kentuckiana District, Northern Ohio District, Philadelphia District;
USPS/NALC Regular Contract, Regular Discipline Panels: Baltimore District,
Capital District, Northern Virginia District, Richmond District; USPS/NALC
Expedited Panel: Capital District; Federal Mediation and Conciliation Service
Roster of Arbitrators; National Mediation Board Roster of Arbitrators**

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
Associate

Boston, MA
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.
Law Clerk

Pittsburgh, PA
2004 – 2005

Law Clerk in firm representing plaintiffs in class action litigation of ERISA disputes.

Caroselli Beachler McTiernan & Conboy, L.L.C.
Law Clerk

Pittsburgh, PA
2003 – 2004

Federal Mediation and Conciliation Service
Intern

Pittsburgh, PA
2002 – 2003

Senator Rockefeller's Office
Intern

Washington, DC
1999

EDUCATION

University of Pittsburgh School of Law
Juris Doctor

Pittsburgh, PA
May 2004

University of Vermont
Bachelor of Arts in English

Burlington, VT
December 1998

PROFESSIONAL AFFILIATIONS

Labor and Employment Relations Association