

**ELLEN S. SALTZMAN, ESQ.**

**Email:** esaltzma@ix.netcom.com

**Present Occupation:** Arbitrator & Mediator

**First Business Address:**

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**Second Business Address:**

2707 Unicorn Lane, NW  
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**PROFESSIONAL AFFILIATIONS:**

Society of Federal Labor & Employee Relations Professionals  
Association for Conflict Resolution  
Labor & Employment Relations Association  
American Bar Association

Adjunct Faculty, Cornell University  
NY State School of Industrial  
and Labor Relations  
American Arbitration Association

**EDUCATION:**

BA	Sociology	Long Island University, 1967
JD	Law	City University of New York School of Law, 1993

**CERTIFICATIONS:**

Law	Pennsylvania	1993	Equal Employment Opportunity Commission Mediator	1998
Law	New Jersey	1994	FINRA, Employment Mediator and Arbitrator	1997

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

Arbitrator, mediator and trainer experienced in a broad range of issues including employee benefits, employment and labor law, discrimination, securities, ERISA and health law.

Ms. Saltzman's professional background includes Vice President of Consulting Actuaries, Inc. and Manager of Qualified Plans at the New England Life Insurance Company. In addition, she taught elementary school, managed medical practices, was a financial consultant with Cigna Insurance Company, and an attorney involved in ERISA litigation and employee benefits. As a labor arbitrator she has disposed of issues concerning discipline and discharge, seniority, rates of pay, substance abuse and interest arbitration. She is a past national President of the Society of Federal Labor and Employee Relations Professionals, (SFLERP). She served on the faculty of Cornell University NY State School of Industrial and Labor Relations, Equal Employment Opportunity & alternative dispute resolution divisions and is Listed in Who's Who of American Women.

**INDUSTRIES:**

Aerospace; railroads; airlines; advertising; agriculture; automotive; bakery; banking; beverage; building products; brewery; broadcasting; clothing; coal; communications; construction; dairy; education; electronics; food; Health care; hotels/motels/casinos/resorts; hospitals/nursing home; mining; nuclear energy; office workers/clerical; pharmaceuticals; police and fire; printing and publishing; railroads; real estate; retail stores; sports; transportation; utilities.

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**ISSUES:**

Affirmative action; absenteeism; arbitrability; bargaining unit work; conduct (off duty/personal); demotion; discipline (non discharge); discipline (discharge); age discrimination; disability discrimination; race discrimination; sex discrimination; religion discrimination; national origin discrimination; drug/alcohol offenses; bonus; holidays; insurance; leave; vacation; grievance mediation; health/hospitalization; hiring Practices; job performance; job posting/bidding; jurisdictional dispute; layoffs/bumping/recall; management rights; official time; past practices; pension and welfare plans; pension claim (fed. Statute); promotion; retirement; safety/health conditions; seniority; sexual harassment; subcontracting/contracting out; tenure/reappointment; job classification & rates; overtime pay; work hrs/schedules/assignments: working conditions/work orders; violence or threats.

**PANELS:**

CSX Transportation & United Transportation Union – Public Law Board Nos. 7336 and 7418  
United Mine Workers of America and the Bituminous Coal Operators' Association, District 31  
Public Employment Relations Board, Town of Hempstead, New York  
US Securities and Exchange Commission and NTEU  
Naval Air Station, Joint Reserve Base and the National Association of Government Employees (NAGE R3-15)  
District 1199 WVKYOH, SEIU, AFL-CIO and The Council of the Southern Mountains  
The National Archives and Records Administration and the American Federation of Government Employees  
The American Federation of Government Employees and the Social Security Administration  
United States Postal Service and National Association of Letter Carriers, Regular and Expedited Arbitration Panels, Region 13, Capital Metro Area.  
United States Postal Service and American Postal Workers Union, Expedited Arbitration Panel, Richmond District  
US Department of Labor and American Federation of Government Employees

**ARBITRATION ROSTERS:**

The National Mediation Board	National Association of Securities Dealers
New Jersey State Mediation Board	Better Business Bureau
New York State Employment Relations Board	Federal Mediation & Conciliation Service

**PER DIEM FEE: \$1,400**

**CANCELLATION FEE:** If the scheduled hearing is postponed or cancelled with notice of less than twenty-one (21) business days, the per diem fee for each day of hearing shall be charged.

**Travel Time:** Arbitrator generally charges ½ (one-half) day per diem for travel time when arriving the day/evening before the hearing. Charges may vary.

**Expenses:** Arbitrator charges actual cost of reasonable expenses including airfare, car rental, food, and lodging. Automobile mileage is charged at the applicable IRS expense rate.