

September, 2012

## RESUME

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### ARBITRATION EXPERIENCE:

#### PANELS:

American Arbitration Association, Labor Panel, Dallas Region, Houston Region, Fall, 1992 – present.

Federal Mediation and Conciliation Service Labor Arbitrator Panel, January, 1996 – present.

United States Postal Service and National Association of Letter Carriers, Southeast/Southwest Regular Panel, September, 2002 – present.

United States Postal Service and National Association of Letter Carriers, Southeast/Southwest Expedited Panel, November, 1995 – September, 2003.

City of New York, Office of Collective Bargaining, Labor Arbitration Panel, July, 2000 – present.

U. S. Department of Homeland Security (ICE and CIS) and American Federation of Government Employees (AFGE) Labor Arbitration Panel, September, 2000 – present.

United States Postal Service and National Association of Letter Carriers, Florida-Georgia UMPS Mod. 15 Panel, May, 1997 – May, 1999.

Alcoa and United Steelworkers of America Expedited Arbitration Panel, Spring, 2007 - present.

AT&T Mobility and Communications Workers of America (CWA) arbitration panel for CWA District 6, November, 2008- present.

The Sheriff of Bexar County (TX) and the Deputy Sheriff's Association of

Bexar County Labor Arbitration Panel, April, 2009 – present.

Allied Pilots Association Article Seven Arbitrator Pool, December, 2009-present.

**MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:**

National Academy of Arbitrators; American Arbitration Association; Association for Conflict Resolution; American Economic Association; Labor and Employment Relations Association

**FEES:**

\$1,000 per day for hearing days, travel days and study days. (half day will be charged for less than four hours) Parties pay all travel, lodging and meal expenses.

**CANCELLATION FEES:**

A fee of one hearing day (\$1,000) will be charged for any confirmed hearing postponed or cancelled with less than fourteen calendar days of notice.

**ISSUES:**

Arbitrability, work-assignment, discharge, discipline, job posting and bidding, layoff, bumping and recall, management rights, mergers, consolidation, past practice, RIF, seniority, successor, insubordination, discrimination, sexual harassment, job classification, route adjustment, due process rights of provisional employee, reprisal, equitable overtime, sick leave, safety.

**INDUSTRIES:**

Utilities, energy, oil and gas, chemicals, metal, textiles and clothing, bakery, health care, prison, police, fire, postal service, federal government, state and local government.

**EDUCATION:**

Ph.D in Economics, August, 1974, University of California at Berkeley,  
Fields: Labor Economics; Economic Theory; Aggregative Economics;  
Urban Economics; Industrial Relations.  
Dissertation Title: *An Analysis of the Labor Market for Policemen.*

B. S., June, 1963, New York State School of Industrial and Labor Relations,

Cornell University, Ithaca, New York.

### **TEACHING AND RESEARCH POSITIONS:**

- Sr. Lecturer, Department of Economics, University of Texas, Austin, Texas, September, 1986 – August, 2008.
- Assistant Professor of Finance and Economics, Department of Finance & Economics, Southwest Texas State University, San Marcos, Texas, September, 1985 – June, 1986.
- Assistant Professor of Government, Department of Government, University of Texas at Austin, Austin, Texas, September, 1983 – June, 1984.
- Assistant Professor of Human Resources Management, Division of Social and Policy Sciences, The University of Texas at San Antonio, San Antonio, Texas, September 1982 – August, 1983.
- Assistant Professor of Human Resources Management, Division of Environmental Studies, The University of Texas at San Antonio, San Antonio, Texas, September, 1976 – August, 1982.
- Visiting Assistant Professor of Economics, Department of Economics, University of Illinois, Chicago Circle, September, 1978 – June, 1979.
- Assistant Professor of Economics, Department of Economics, University of Texas at Austin, Austin, Texas, September, 1975 – August, 1976.
- Assistant Professor of Economics, Department of Economics, Hunter College, CUNY, New York, New York, September, 1974 – August, 1975.
- Instructor of Economics, Department of Economics, Fordham University, Bronx, New York, September 1971 – June, 1974.
- Research Assistant, Institute of Industrial Relations, University of California, Berkeley, (Public Employment Project), September, 1968 – June, 1969, September, 1963 – June, 1965.

### **PUBLICATIONS AND PAPERS:**

- Determinants of Chicano Access to Professional, Technical and Managerial Jobs*, National Technical Information Service, Washington, D.C., 1982, pp. 1-112.
- An Analysis of the Labor Market for Policemen*, National Technical Information Service, PB 236 361 / 2G1, Washington, D. C., 1974, pp. 1 – 272.
- Access of Hispanics to Managerial, Technical and Professional Positions in Business and Government: Lessons from the 1970s*, Armando Triana, editor, *Hispanics in the U. S. Economy: An Emerging Business, Labor and Consumer Market*, Proceedings of the Third National symposium on Hispanic Business and Economy in the 1980's, Chicago, Illinois, October, 1982.
- An Analysis of the Labor Market for Policemen* in James M. Newman, *Assessment of Police Recruitment, Selection and Training: An Interdisciplinary Approach, Final Report, Recruitment and Selection*,

Education/Research, Inc. and Council on Criminal Justice, Berkeley, California, February, 1972, pp. 1- 41.

**GRANTS:**

- U. S. Department of Labor, Employment and training Administration, 21-48-77-22, *Determinants of Chicano Access to Professional, Technical, and Managerial Jobs*, July 18, 1977-July 17, 1978.
- U. S. Department of Labor, Manpower Administration, Doctoral Dissertation Grant, October, 1969-January, 1971.