

SAMANTHA E. TOWER, ESQ.

617.777.0600

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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; Major League Baseball and Players Ass'n and Major League Baseball, Salary Arbitration Panel; State of Connecticut and Connecticut State Police Union NP-1; Denver City Council Panel of Arbitrators; Baltimore Gas & Electric and IBEW Local 410; United Airlines and Association of Flight Attendants Mediation Panel; United Airlines and International Brotherhood of Teamsters Panel of Arbitrators; City of Scranton- Heart & Lung Panel; Newport News Shipbuilding and United Steelworkers Arbitration Panel; Pennsylvania State Corrections Officers Ass'n and Commonwealth of Pennsylvania; WMATA & ATU Local 689, AFL-CIO; Philadelphia Gas Works and Utility Workers Union of America, Local 686; City of Pittsburgh and Fraternal Order of Police, Fort Pitt Lodge No. 1, Grievance and Discipline Panel; Temple University Hospital and Temple University Hospital Allied Health Professional Association/PASNAP

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
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.

INTERNSHIPS

Federal Mediation and Conciliation Service

Pittsburgh, PA
2002 – 2003

Senator Rockefeller's Office

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

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

FEE FOR PROFESSIONAL SERVICES

\$2,400 *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.