

REBEKAH J. SMITH, ESQ.

NAA Member

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ARBITRATOR EXPERIENCE

Preside over arbitrations and issue awards via direct appointment and a variety of panels. 2016 – present.

Labor Arbitration, Fact Finding and/or Mediation Panels:

- AAA
- Federal Mediation and Conciliation Services
- National Mediation Board
- Labor Relations Connections
- Commonwealth of Massachusetts Alliance Roster (including AFSCME Council 93, SEIU Local 509, NAGE/SEIU, and MOSES)
- Commonwealth of Massachusetts Department of Labor Relations Fact Finding Panel
- State of Maine and Maine Service Employees Association/SEIU Local 1989
- New York City and United Federation of Teachers 3020-a Panel
- New York State and United Federation of Teachers 3020-a Panel
- New Hampshire Public Employee Labor Relations Board Neutrals Roster
- Illinois Labor Relations Board Mediator and Arbitrator Roster
- Montgomery County, Maryland, Disability Arbitration Board

RELATED NEUTRAL EXPERIENCE

Alternate Chair, Maine Labor Relations Board. Legislative appointment following gubernatorial nomination to serve as alternative chair presiding over prohibited practice cases and other Board matters. 2022 - present.

Alternate Chair, Maine Board of Arbitration and Conciliation. Chaired arbitration panels and issued decisions in grievance disputes and fact-findings. 2009 - 2017.

Mediator. Conduct mediations for the Maine Human Rights Commission, Maine Department of Education, and private parties, primarily in labor and employment matters. Received a grant in 2012 to assist the Maine Human Rights Commission in developing a mediation program and conducted pilot mediations for one year before the implementation of a full roster of mediators. 2006 - present.

Administrative Hearing Officer. Preside over administrative hearings and issued decisions or recommended decisions for a wide variety of state agencies, including in the fields of education and public safety. 2005 - present.

Independent Investigator. Conducted independent investigations for educational, governmental, non-profit, and commercial organizations into a wide range of misconduct allegations. 2013 - 2025.

Law Clerk for Senior Judge Frank M. Coffin, First Circuit Court of Appeals. Analyzed appellate briefs, led case discussions, attended oral arguments, prepared draft opinions, edited others' draft opinions, and participated in Judge's public interest projects. August 1999 - August 2000; September 2002 - September 2003.

Law Clerk for Chief Justice Daniel E. Wathen, Maine Supreme Judicial Court. Analyzed appellate issues in written memoranda, attended oral arguments, prepared draft opinions, and assisted with speech and writing projects. August 1998 - August 1999.

Mentee of Sheila Mayberry, Esq., NAA Member (Former New England Region Chair) & Sherrie Rose Talmadge, NAA Member (Current New England Region Chair). 2020 - present.

Participant, NAA New England Region Salon. Participated in this multi-month program led by NAA Members. November 2022 - June 2023.

SELECTED ISSUES EXPERIENCE

Arbitrability, bargaining unit work, benefits (retirement, holidays, insurance, leave, vacation, other), bumping, conduct, demotion, discipline, discharge, discrimination, drug/alcohol offenses, health/hospitalization, hiring practices, holiday pay, holidays, incentive pay, insurance, job classification and rate, job performance, job posting/bidding, layoffs, leave, management rights, merit pay, national origin, overtime, past practices, pension and welfare plans, promotion, race, recall, reallocation, reclassification, religion, safety/healthy conditions, seniority, sexual harassment, subcontracting/contracting out, wages (cost of living pay, holiday pay, incentive pay, longevity, job classification and rates, overtime pay, severance pay, vacation pay), work assignments, work clothing, work hours, work orders, work schedules, working conditions.

SELECTED INDUSTRY EXPERIENCE

Airports, agriculture, chemicals, construction, corrections, education, electrical equipment/appliances, emergency medical services, government agencies, health care, health insurance, hospital/nursing home, hotels/motels/casinos/resorts, human services, manufacturing, municipal services, nuclear energy, nursing homes, office workers/clerical, organizations, pharmaceuticals, plumbing, police and fire, prison guard, public housing, public sector grievance, public sector interest, public works, real estate, restaurants, security, transportation, utilities, warehousing.

RECENT SPEAKING ENGAGEMENTS

May 2026: NAA Annual Conference: Building a Labor Arbitration Practice (Presenter)
May 2026: NAA Annual Conference: Evidentiary Quandaries (Presenter)
November 2025: Illinois Public Sector Labor Law Conference: Ask the Arbitrator (Presenter)
October 2025: URI Labor Arbitration Conference: Red Light Green Light (Presenter)
October 2025: Maine Association of Mediators: Relational versus Adversarial Approaches to Mediation (Moderator)
June 2025: IBEW BMT Conference: Arbitrator Panel (Presenter)
May 2025: LERA-Maine: Current Trends in Collective Bargaining (Moderator)
March 2025: The Labor Guild: Mock Arbitration (Presenter)
November 2024: LERA-Maine Annual Conference: Red Light/Green Light - How Arbitrators Decide (Presenter)
November 2024: URI Labor Arbitration Conference: An Arbitrator's Perspective on Opening Statements and Closing Briefs (Presenter)
January 2024: AAA: Is That Really What the Contract Says? (Presenter)
November 2023: URI Labor Arbitration Conference: Should the 7 Tests of Just Cause be Buried (Moderator)

ORGANIZATIONAL MEMBERSHIPS

LERA – Maine. President, Board of Directors, 2021 - 2023. Member, Board of Directors, 2019 - present.
Boston LERA, Chicago LERA, National LERA. Member.
Maine State Bar Association. Member. Former Vice Chair ADR Section. Employment Section Member.
American Bar Association. Member. Labor and Employment Section Member.
Dispute Resolution Affinity Group. Founder and convenor of dispute resolution organizations in Maine for quarterly discussion of joint initiatives to advance forms of dispute resolution including arbitration. 2018 - 2024.
Maine Association of Mediators. President, Board of Trustees, 2018 - 2020. Vice President, Board of Trustees, 2020 - 2021. Ombudsman, 2021 - 2025.

EDUCATION

University of Maine School of Law, Portland, Maine. J.D., May 1998.
Magna cum laude. Class rank: 3/89. Dean's List. Maine Law Review, Articles Editor. Legal Writing Instructor.

Bowdoin College, Brunswick, Maine. A.B. in Economics and Government, May 1993. *Cum laude.* Dean's List.