



State of New Jersey  
Board of Mediation

## Resume of Panel Arbitrator

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**Name** Deborah Gaines

**Business Email** dgaines.nyc@gmail.com

**City** New York

**State** NY

**ZIP** 10025

### Arbitration Experience

Full-time Arbitrator since 2007 for both public and private sector disputes. Industries include: Education (including Higher Ed.), federal, state and municipal employees, law enforcement, transportation, and manufacturing. Permanent Panels include: New York City Department of Ed. (NYC DOE) and United Federation of Teachers (UFT), City University of New York (CUNY) and Professional Staff Congress (PSC), District Council 37, AFSCME and NYC DOE, Washington Metro Transit Authority (WMATA) and WMATA Fraternal Order of Police, Realty Advisory Board (RAB) and Local 32BJ, SEIU; New Jersey State Education Department – Teach New Jersey, MTA and its police and officer unions.

### Mediation Experience

Mediator and Fact Finder in connection with various workplace disputes and claims, including both the NYC DOE and RAB.

### Labor Relations or Labor Management Experience

Prior to becoming a full-time neutral, 15 years experience as attorney and executive represented both management and labor. Duties included, arbitration advocacy, labor negotiations, NLRB and OCB hearings on unfair (or improper) labor practice issues, advising clients on various aspects of labor and employment law. Employers included NYC Mayor's Office of Labor Relations (General Counsel); Directors Guild of America (Asst. Executive Director), and Asarco, Inc.

### Other Relevant or Equivalent Experience

Hearing Officer for AMTRAK disciplinary investigations under consent decree.

### Area or Industries of Special Interest

Public Sector; Transportation; Real Estate; healthcare, manufacturing

### Education

J.D. Hofstra University School of Law

B.S. Cornell University

### Professional Affiliation/Association (Include Any Panel Membership)

National Academy of Arbitrators (Former Chair NY/NJ Metro Region); American Arbitration Association (AAA); Federal Mediation and Conciliation Service (FMCS); NJ PERC; NYS Employment Relations Board; NYC Office of Collective Bargaining; NJ State Education Department – TEACH NJ; Washington DC PERB.

### Notes

**Per Diem Fees: \$ 1650**

### Cancellation Notice

14 Calendar Days or Parties are Liable for Full Fee for the Cancelled or Postponed Day