



State of New Jersey  
Board of Mediation

## Resume of Panel Arbitrator

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**Name** Haydee Rosario

**Business Email** HaydeeRosarioEsq@gmail.com

**City** Bronx

**State** NY

**ZIP** 10473

### Arbitration Experience

Attorney and a member of the National Academy of Arbitrators with over 30 years of experience in labor-management relations. Substantial experience in both the private and public sectors with issues related to contract interpretation and application, discharge and disciplinary actions, competency, discrimination, and management rights. Additionally, she has experience in sports anti-doping arbitration.

### Mediation Experience

As the lead mediator, mediated over 100 cases involving issues related to Title VII of the Civil Rights Act, the Age Discrimination Act, Family and Medical Leave Act and the Americans with Disabilities Act. Most of these cases were mediated as a mediator for the U.S. Equal Employment Opportunity Commission ("EEOC"), New York City, Philadelphia District Offices and the Miami District Office, which includes Puerto Rico and U.S. Virgin Islands.

As an attorney for the National Labor Relations Board, Region 29 ("NLRB"), secured scores of settlement agreements of unfair labor practice ("ULP") charges filed by employers, unions and employees without the need of litigation; and negotiated complex Stipulation Election Agreements involving multiple parties and collective bargaining units in the health care field, hotel and restaurant industries and other business in the private sector.

### Labor Relations or Labor Management Experience

In 2006, after working as an attorney for over fourteen years at the National Labor Relations Board, Region 29 ("NLRB"), joined the New York City Department of Education, Office of Labor Relations ("DOE"), to represent the agency in legal and labor relations matters related to all the collective bargaining agreements between the agency and scores of labor organizations representing approximately 135,000 employees.

### Other Relevant or Equivalent Experience

Co-Editor of the Proceedings of the 2017 and 2018 National Academy of Arbitrators Annual Meeting; Co-Facilitator at the 2023 Federal Mediation and Conciliation Service, Training in the Federal Sector; Panelist on "The Top 5 Things You Need to Know About Federal Sector Practice" at the 2024 NAA Annual Meeting; Panelist on the 46th Annual Conference, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, City University of New York

### Area or Industries of Special Interest

Issues: Contract interpretation/application, collective bargaining units, discharge and disciplinary actions, competency, education, discrimination, management rights, past practice, health and welfare, job bid/posting, layoff/bumping/recall, subcontracting, hiring hall, and seniority rights.

Industries: Public sector employment, education, transportation, healthcare, manufacturing, building and service industries and anti-doping in sports.

### Education

University of Connecticut (BA, Cultural Anthropology 1986)

Queens College, CUNY Law School (JD -1990)

Professional Licenses: Admitted to the New York State Bar, 1991

Languages: Bilingual English/Spanish

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

Permanent Panels

United Airlines and the International Brotherhood of Teamsters, Airline Division, Panel of Arbitrators

Major League Baseball (MLB) Players Association, Grievance and Arbitration Panel

U.S. Anti-Doping Agency (USADA), U.S. Olympic and Paralympic Committee (USOPC), and the USOPC Athletes'

Advisory Council (ACC), Arbitration Panels

State of New York and Public Employees Federation, AFL-CIO, Professional Scientific and Technical Services Unit, Disciplinary Arbitration Panel

State of New York and United University Professions, Disciplinary Arbitration Panel

SEIU, Local 32BJ and Realty Advisory Board on Labor Relations, Inc., Office of Contract Arbitrators, Building & Service Industry, Arbitration Panel

New York State Nurses Association and Northwell Health, Panel of Arbitrators

Communications Workers of America, District 1 and AT&T Mobility Services, Panel of Arbitrators

State of Connecticut and Protective Services Unit, Arbitration Panel

State of Connecticut and New England Health Care Employees Union, District 1199, Arbitration Panel

New York State Correctional Officers and Police Benevolent Association (NYSCOPBA) and Professional Association of NYSCOPBA Employees (PANE), Arbitration Panel Professional Associations

National Academy of Arbitrators, Member; Co-Chair of the Ray Corollary Initiative, Inc.;™

New York City Labor and Employment Relations Assoc., Former President.

## **Notes**

**Per Diem Fees: \$ 1650**

## **Cancellation Notice**

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