

SAMANTHA E. TOWER, ESQ.

ARBITRATION AND MEDIATION EXPERIENCE

Full-time Labor and Employment Arbitrator/Mediator

Media, PA

Panels

**U.S. Steel and USW, Lorain Ohio Plant
USPS/NALC Regular Contract Panel, Regular Discipline Panel, Expedited Panel
USPS/NPMHU Regular Contract Panel, Regular Discipline Panel, Expedited Panel
USPS/APWU Expedited Panel
State of Connecticut and Connecticut State Police Union NP-1**

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**

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

Labor and Employment Relations Association
Massachusetts Bar Association
