

## **SAUL SCHWARTZ**

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### **FEE SCHEDULE**

Arbitration/Factfinding - \$1800 per day fee, Mediation - \$1000 per day fee

Cancellation Policy – If the scheduled hearing is postponed or canceled with notice of less than 21 calendar days, a one-day per diem charge applies

Travel – Charges actual cost of reasonable expenses including air fare, car rental, food and lodging

### **EDUCATION**

University of Pittsburgh School of Law, Pittsburgh, Pennsylvania, J.D. (1981)

Purdue University, West Lafayette, Indiana, M.S. Management (1978), Labor relations specialization

University of Pittsburgh, Pittsburgh, Pennsylvania, B.A. Sociology (1977)

### **BAR ADMISSIONS**

Arizona, District of Columbia, Pennsylvania

### **KEY AREAS OF EXPERTISE**

- **Mediator/Hearing Officer/Arbitrator/Factfinder** – Serves as factfinder, mediator or arbitrator or hearings officer/examiner on a wide variety of employment cases, including unfair labor practices, representation cases and EEO cases.
- **Labor Relations** – Drafting grievance or arbitration decisions, assisting with negotiations, advising management, or working with labor unions, analyzing proposals and negotiability, handling representation cases and issues, and developing labor relations strategy.
- **Training** – Developing and implementing training for managers or labor unions and/or employees, participating in panel presentations. Delivering classes with subject matter expertise and dynamic presentation skills. Applying subject matter knowledge to practical situations in the public sector.
- **EEO** – Writing final agencies decisions, procedural reviews, providing expert advice and guidance to management or employees, developing, and implementing diversity and inclusion initiatives and assessments, and authoring external and internal reports.
- **Employee Relations** – Offering guidance to management or employees/labor unions, drafting disciplinary and adverse action letters, crafting employee relations strategy, and handling FLSA classification matters.
- **ADR** – Facilitating dispute resolution, including mediation, arbitration and fact-finding.
- **Employment law** – Providing representation and successfully litigating before the EEOC, FLRA, FSIP, MSPB, OSC, labor arbitrators, mediators and factfinders; FLSA litigation; writing memoranda.

### **PROFESSIONAL EXPERIENCE**

#### **PANELS AND ROSTERS**

U.S. Postal Service Arbitration Panels

Pennsylvania Bureau of Mediation Arbitration Panel

U.S. Virgin Islands – Roster of Mediators and Arbitrators

California Public Employee Relations Board – Roster of Arbitrators and Factfinders

Member, Foreign Service Grievance Board (appointment by the Secretary of State) (until 10/24)

- Served on the grievance board to decide employment cases from Foreign Service employees

DC Public Employee Relations Board, Washington DC

- Serves as mediator or arbitrator or hearings officer on unfair labor practice and grievance cases between unions or individuals and government offices and for representation cases

Office of Congressional Workplace Rights, Washington, D.C.

- Serves as hearing officer or mediator on legislative branch employment and EEO cases

ADR Vantage, Washington. D.C.

- Serves as mediator in Federal and private sector EEO and employment cases

Delaney, Siegel, Zorn, Arlington, Virginia

- Serves as mediator in Federal sector and private sector EEO and other workplace disputes,

Art of Resolution, Alexandria, Virginia

- Mediator and organizational interviews

JDG Associates, Inc., San Antonio, Texas

- Serves as mediator in Federal sector EEO and employment cases

### **Consultant**

- Conducts webinars for Art of Resolution and their clients on federal EEO, conducts client assessment surveys for Federal agencies
- Conducts webinars for LRP Publications and their clients on federal employment law; writes EEO corner articles on emerging EEO issues in the federal government

### **Training**

- Graduate School USA – conducts employee and labor relations training for Federal employees
- Gilbert Training Group - conducts employee training on Federal sector employment issues

## **PRIOR GOVERNMENT EXPERIENCE IN EMPLOYMENT LAW AND EEO**

### **Director**

**February 2017 to February 2020**

Office of Minority and Women Inclusion, Federal Deposit Insurance Corporation (FDIC), Washington, DC

- Served effectively as a Federal government agency's EEO Office Director.
- Worked closely with senior management on highly significant EEO, diversity and inclusion and minority and women owned business related matters, wrote final agency decisions.

### **Senior Counsel and**

**Acting Assistant General Counsel**

**July 2005 –February 2017**

Labor, Employment & Administration Section, Legal Division, FDIC, Washington, DC

- Supervised three groups of attorneys, paralegals and legal technicians in the planning and execution of all aspects of labor and employment law nationwide.
- Worked closely with senior management on highly significant labor, EEO, and personnel matters of key importance to the agency, including review of EEO final agency decisions.
- Managed a successful labor management program within a challenging, dynamic environment.
- Served as primary contact with personnel division on labor issues and strategy, forging and maintaining exceptional relationships over decades.
- Supervised labor relations law unit (attorneys, paralegals, legal technicians).
- Directed labor and employment law work of labor unit, including successful litigation of cases before the EEOC, FLRA, FSIP, MSPB, OSC and labor arbitrators.
- Provided pragmatic legal opinions for HR and management on personnel and EEO issues.
- Successfully negotiated and oversee major negotiations with Federal sector labor union (NTEU).
- Represented the legal division on inter-divisional task forces dealing with important corporate human resources and EEO issues.
- Demonstrated ability to research, analyze, synthesize and resolve complex legal issues in labor-employment and EEO, including novel, complex and challenging matters.

#### **Supervisory Counsel**

**October 2000 – July 2005**

#### **Field Office Coordinator**

**September 1997 – September 2000**

Labor, Employment & Administration Section, Legal Division, FDIC, Washington, DC

- Researched, analyzed, synthesized and resolved complex legal issues in labor-employment and EEO, including novel, complex and challenging matters.
- Led complex Fair Labor Standards Act litigation and national negotiations with labor union.
- Coordinated administrative labor and employment law work of unit and EEO.
- Staffed and trained attorneys, paralegals and legal technicians.
- Developed an outstanding working relationship with the client personnel division.

#### **Labor and Employment Law Counsel**

**May 1989 to August 1997**

Corporate Affairs Section, Legal Division, FDIC, Washington, DC

- Specialized in administrative and employment litigation, including EEO.
- Represented clients at numerous arbitrations, EEO hearings, mediations and negotiations.

#### **Senior Counsel (Detail)**

**June 2012 – September 2012**

Consumer Financial Protection Bureau (CFPB), Washington, DC

- Assisted CFPB by preparing management to work with a Federal sector labor union.
- Drafted and reviewed a wide variety of labor, employment and EEO documents for the Legal Division and Human Capital.

#### **Attorney-Advisor**

**March 1984 to April 1989**

Federal Labor Relations Authority (FLRA)

- Successfully litigated and investigated unfair labor practice cases.
- Hearing officer in Federal sector representation cases.
- Drafted administrative labor law decisions.
- Worked at Headquarters, New York Region and Washington Region Offices.

### **PRIVATE PRACTICE EXPERIENCE**

#### **Associate Attorney**

**October 1982 to February 1984**

Bernstein & Bernstein, Pittsburgh, PA

- Litigation in state and Federal courts throughout Pennsylvania

**PROFESSIONAL AFFILIATIONS**

Society of Federal Labor and Employee Relations Professionals (SFLERP)

Senior Executives Association

National Active and Retired Federal Employees Association