

**RICHARD M. GREENSPAN, ESQ.
ATTORNEY*/ARBITRATOR/MEDIATOR**

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PROFESSIONAL BACKGROUND

Mr. Greenspan is currently a New York attorney in good standing with over 45 years of experience acting as Counsel for Claimants or Respondents in arbitration and employment disputes, issues arising out of collective bargaining agreements or private agreements in both the private and public sectors in New York and throughout New Jersey and Connecticut.

Mr. Greenspan's professional career included being Counsel to numerous Multi-Employer and Single Employer Pension and Health and Welfare Benefit Trust Funds. He handled corporate matters involving general corporate governance, litigation, business acquisitions and sales, along with commercial financial transactions. He has voluntarily withdrawn from most matters involving his former legal practice although he maintains his good standing in the New York Bar.

Mr. Greenspan had years of substantive litigation experience in State and Federal trial and appellate courts throughout the United States and represented clients before administrative bodies such as the National Labor Relations Board, the Public Employee Relations Board, Equal Employment Opportunity Commission and in Federal Courts in matters relating to ERISA, the Labor Management Relations Act, the Labor Management Reporting and Disclosure Act, laws conferring jurisdiction with respect to employment rights and internal governance of organizations to agencies and in State and Federal Courts involving employment issues or organizational structures and injunctions.

In his law practice, Mr. Greenspan trained and supervised a staff of several associate attorneys and administrative staff and developed, implemented and monitored systems which provided efficient processing of matters at the highest level of professionalism.

Currently Mr. Greenspan is an Attorney in good standing in New York, and has "Inactive" status in the California State Bar. He has relocated his primary residence to Nevada and thus had retired/withdrawn his State Bar admissions in New Jersey and Connecticut.

Mr. Greenspan is qualified as a panel neutral arbitrator in the FINRA's arbitration system, and is a listed professional available to assist parties in collective bargaining in the Nevada Government-Employee Management Relations Board as a Mediator or Fact Finder or

* Admitted to the Bar in NY (active) and CA (inactive) 1

Arbitrator on the (EMRB).

Mr. Greenspan has substantive experience in representation of parties involved in restrictive covenant disputes and employment agreements, issues of confidentiality with respect to employment in arbitration and in state and federal courts. He has handled matters arising out of application for temporary injunctions in aid of an arbitration process along with matters involving permanent injunctions under contract including those contracts involving employees..

EMPLOYMENT

Law Offices of: Richard M. Greenspan, PC 1983 and Current
95 Harmati Lane, Woodstock, NY 12409
Principal

Law Offices of: Charles R. Katz, PC 1975-1993
New York City
Associate Attorney and Staff Manager

BAR AND COURT ADMISSIONS

Current or Past Bar Admissions

New York Bar (Active)
California Bar (Inactive)
New Jersey Bar (Retired and Withdrawn)
Connecticut Bar (Retired and Withdrawn)

Current or Past Court Admissions

Supreme Court of the United States
Second Circuit Court of Appeals
Third Circuit Court of Appeals
Ninth Circuit Court of Appeals
Eleventh Circuit Court of Appeals
DC Circuit Court of Appeals
US District Courts including (SDNY), (EDNY), (NDNY); New Jersey, Connecticut, and California

EDUCATION

State University of New York At Buffalo BA (Cum Laude), 1971
University of San Diego School of Law JD, 1974
New York University School of Law LLM (Labor Law), 1978

TEACHING EXPERIENCE

Formerly an Adjunct Professor at the Graduate School of Management, New School for Social

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Research in New York City, teaching graduate degree courses in Labor Law, Handling Grievances and Arbitrations and Collective Bargaining.

Internal Training and programs provided to regular institutional clients in the subjects of ERISA, Pension and Welfare Plans, Labor Law, Union Organizing, Collective Bargaining, Grievance and Arbitration procedures, matters within the jurisdiction of the National, State and Local Labor Boards, instruction and analysis of compliance with ERISA fiduciary and plan obligations along with related Internal Revenue Service and Department of Labor rules and procedures involving Pension and Welfare Plans and tax exempt organizations.

SUBJECTS AND INDUSTRIES

Substantial experience in matters involving procedural arbitrability, injunctions (temporary and permanent), discipline and discharge, just cause determination, contract standards, burden of proof, timeliness, due process, progressive discipline, absenteeism, insubordination, productivity, job performance and evaluation, neglect, substance abuse, falsification, lay-off/recall, safety, seniority, overtime, management rights, past practice, subcontracting, disparate treatment, interest arbitration for new employment terms, issues involving confidentiality, restrictive covenants, torts, defamation, discrimination, claims of harassment, hostile work environment, multi-employer pension plan withdrawal liabilities, collection of benefit fund delinquent contributions, etc.

Industries Served:

Transportation, Skilled and Unskilled Building Trades and Laborers, Manufacturing, Retail Sales and Services, Warehouse and Distribution, Healthcare including Hospitals, Nursing Homes, and Home Care, Automotive and Truck Dealers, Mechanics and Technicians, Home Heating Fuel Sales, Service Technicians and Distribution, School Bus yards and Bus Drivers, Hotel, Restaurant and Food Service Industries, Security Guards, and Municipal and Public Employment collective bargaining.