

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

304 Nottinghill Gate Ct.
Las Vegas, Nevada 89145
cell: 914 329-4956
email: rmglaw@verizon.net

PROFESSIONAL BACKGROUND

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

Mr. Greenspan is a qualified and registered Neutral Arbitrator on the roster of Arbitrators of the Financial Industry Regulatory Authority ("FINRA"). His professional career as an attorney and advocate included acting as Legal Counsel to Multi-Employer and Single Employer Pension and Health and Welfare Benefit Trust Funds. He handled general legal business matters in matters of corporate governance, litigation, business acquisitions and sales as well as commercial financial and lending transactions. While he has voluntarily withdrawn from the State Bars of New Jersey and Connecticut, he maintains his Attorney in good standing status in the New York Bar.

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

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

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 He has relocated his residence to Nevada and had retired/withdrawn State Bar admissions in both New Jersey and Connecticut.

Mr. Greenspan is qualified neutral arbitrator and is available to assist parties in collective bargaining under the Nevada Government-Employee Management Relations law ("ERMB") as a

Mediator, Fact Finder or Arbitrator.

Mr. Greenspan has substantive experience in representation of parties and litigating issues involving restrictive covenant disputes and employment agreements with employees, as well as issues arising from confidentiality and non-disclosure agreements. He has handled matters involving temporary restraining orders and injunctions under applicable laws and contracts involving employers and employees.

EMPLOYMENT

Richard M. Greenspan (Attorney-New York) 1993-Current
304 Nottingham Gate Ct
Las Vegas, NV 89145

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

BAR AND COURT ADMISSIONS

Current or Past Bar Admissions

New York Bar (Admitted and Active)
California Bar (Admitted and 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 US Court of Appeals
Third Circuit US Court of Appeals
Ninth Circuit US Court of Appeals
Eleventh Circuit US Court of Appeals
DC Circuit US Court of Appeals
US District Courts including those in New York, 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

Mr. Greenspan was an Adjunct Professor at the Graduate School of Management, New School

for Social Research in New York City, teaching graduate program degree level courses in Labor Law, Handling Grievances and Arbitrations as well as Collective Bargaining.

In his professional practice of over 45 years, he provided internal training and programs to regular institutional clients on the subjects of ERISA, Pension and Welfare Plans, Labor Law, Union Organizing, Collective Bargaining, Grievances and Arbitration, and instruction and analysis for compliance with ERISA fiduciary standards for Trustees and plan benefit obligations under law and related Internal Revenue Service and Department of Labor rules, regulations and procedures.

SUBJECTS AND INDUSTRIES

Substantial experience in matters involving procedural arbitrability, injunctions (temporary and permanent), discipline and discharge, just cause determinations, 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 of new contract employment terms, issues involving confidentiality, restrictive covenants, non-disclosure, torts, defamation, discrimination, 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 workers including those in Hospitals, Nursing Homes, and Home Care, Automotive and Truck Dealers, Mechanics and Technicians, Home Heating Fuel Sales employees, Service Technicians and Distribution workers, School Bus Drivers, Hotel, Restaurant and Food Service employees, Security Guards, as well as Municipal and Public Employees in collective bargaining.