

Zipporah G. Wielgus, Esq.

zipporah@wielguslaw.com

Valley Stream, NY

917-533-9794

Professional Summary: Arbitrator, mediator, and attorney with experience resolving labor and employment disputes in the private and public sector. Extensive experience in grievance and fact-finding arbitrations. Over twelve years as a practicing attorney, including serving as a grievance hearing officer and representing management in contractual disputes and arbitrations at the New York City Department of Education. Formerly a domestic violence prosecutor at the Kings County District Attorney's office. Member in good standing of the New York State Bar.

Arbitration and Mediation Experience

Permanent Mediation Roster: United States Equal Employment Opportunity Commission (EEOC), Resolve Panel

2023 – Present: Zipporah G. Wielgus, Esq. Arbitrator and Mediator. Arbitrates and mediates labor and employment cases.

Legal Experience

2017 – 2022: New York City Department of Education. Executive Agency Counsel, Labor Support Attorney and Agency Attorney. Served as a hearing officer for disciplinary hearings as well as Step 1 and 2 contractual grievances and issued decisions. Served on the senior management team advising on contract interpretations and complex legal issues. Drafted and reviewed contracts in schools and school districts. Represented school administration at arbitration hearings, including prosecuting tenured pedagogues for misconduct in accordance with Education Law 3020-a. Worked collaboratively with union and management to reach favorable resolutions.

2012 – 2017: Kings County District Attorney's Office, Domestic Violence Bureau, Assistant District Attorney. Prosecuted domestic violence cases through all stages of litigation, including investigations, arraignments, Grand Jury presentations and indictments, motion practice and hearings and trial.

INDUSTRIES

Court Officers, Education, Family Law, Nursing Homes, Office Workers, Public Safety, Real Estate Management, 3020-a Hearings.

ISSUES

Absenteeism, Arbitrability, Benefits, Contract Interpretation, Demotion, Discipline, Disability, Discrimination, FLSA, FMLA, Harassment, Job Performance, Tenure/Reappointment, Work Hours/Schedule/ Assignment, Wage and Hour.

EDUCATION

J.D. Fordham University School of Law. Dean's List; Fordham Law School Merit Scholarship Recipient; Archibald R. Murray Public Service Award.

B.A. Brooklyn College. Dean's List; National Dean's List; Marie Giurecio Award in Comparative Literature.

PROFESSIONAL MEMBERSHIPS, CERTIFICATIONS AND TRAININGS

Labor Arbitration Development Certificate, Scheinman Institute, Cornell University, School of Industrial and Labor Relations (to be completed January 2025).

Becoming a Labor Arbitrator Course, Federal Mediation and Conciliation Service (to be completed September 2024).

Member of Labor and Employment Relations Association (LERA), National and Long Island Chapters.

Member in Good Standing of the New York State Bar.

TRAININGS AND PRESENTATIONS

Labor Law Overview for Principals. Developed a comprehensive training program on labor law to equip principals with knowledge and understanding of legal processes relevant to their roles. Trained and empowered principals to address labor-related issues that arise. Assisted other senior field counsels in implementing the training within their respective districts.

FEE SCHEDULE

Grievance Arbitration: The fee is \$1600 per diem for hearing days. If the hearing day exceeds six hours, additional pro rata charge for the excess time may be made. For study time, the per diem rate is applied pro rata, on the basis of a six-hour day, for actual time spent on pre-hearing matters, review of the record and any briefs, preparation of the Opinion and Award, and any post-hearing matters.

Cancellation: Per diem fee if notice of cancellation, continuation, or postponement is not received 14 days prior to confirmed hearing date.

Travel Time: Travel time, outside of the tri-state area, is pro-rated based on the per diem fee.

Expenses: Actual and necessary expenses of travel (including air or rail fare, rental car, parking, mileage at current IRS rate), lodging, and incidentals that are incurred as a result of the hearing.