

E. Patrick McDermott
Labor Arbitrator

ARBITRATOR EXPERIENCE

April 2021 – Present

Neutral and independent arbitrator, mediator, med-arb, early neutral evaluator, facilitator, fact finder and hearing officer in labor and employment disputes. In-person and remote hearings.

Industries and Issues: Entertainment, airline (passenger and cargo), transportation, health care, mining, manufacturing, trades, clerical, nonprofit, public transit, education (higher and K-12), public sector, public safety (police and fire), correctional officers, developmental disability, athletics, armed service branches, and a wide range of federal agencies. Issues include discipline and discharge and contract interpretation, performance evaluation, promotion, sexual harassment, donning and doffing and other federal wage and hour, med-arb, interest arbitration, NLRA deferral issues, whistleblower, and statutory employment law (Title VII, Title IX, ADA, ADEA, ERISA, FLSA, state wage and hour and other state protective labor legislation, covenants not to compete, and unjust dismissal).

Permanent Arbitration Panels:

- City and County of Denver, Colorado, Permanent Panel of Arbitrators;
- AFGE Local 987 and USAF Robins Air Force Base, Georgia Expedited Arbitration Panel;
- Broward County, Florida and Broward County Professional Fire Fighters and Paramedics, IAFF, Local 4321;
- New York State Education Department, 3020-a Teacher Tenure Panel.

Private Rosters:

- American Arbitration Association, (labor and employment law panels)
- Labor Relations Connection

Federal, State and Local Agency Arbitration Panel Appointments:

- Federal Mediation and Conciliation Service
- National Mediation Board
- California Public Employee Relations Board; State Mediation And Conciliation Service Labor- Management Panel
- Los Angeles County Employee Relations Commission Labor-Management Panel
- New Jersey State Board of Mediation
- New Jersey Public Employee Relations Commission
- Michigan Employment Relations Commission
- Oregon Employment Relations B Board
- U.S. Virgin Islands Public Employees Relations Board
- City and County of Denver Colorado Permanent Panel of Arbitrators
- Montana Board of Personnel Appeals Arbitration Panel
- Alaska Labor Relations Agency Arbitration Panel

Professional Employment In Labor Relations And Employment Law:

- Law Office of E. Patrick McDermott LLC (closed in 2021)

Represented employees in labor and employment law litigation, employment contract negotiation, mediation and arbitration.

- Associate General Counsel, ABC, Inc. Division of The Walt Disney Company
Represent Disney in labor negotiation, arbitration, and administration of collective bargaining agreements; employment litigation in local, state and federal courts and administrative agencies, negotiation of entertainment industry employment contracts, and residual rights and intellectual property issues.

- Associate/Partner, Labor and Employment Law Department, Weinberg and Green, Baltimore, Maryland (now Saul Ewing LLP)

Represented a broad range of management clients across numerous major and local corporations and nonprofit organizations in all areas of labor and employment law.

- Attorney, Law Offices of Gerald Dorf, Rahway, New Jersey

Represented a broad range of New Jersey municipalities in all areas of public sector labor and employment law including police and fire grievance and public sector interest arbitration.

- Labor Relations Attorney, Pan-American World Airways, New York City, New York

Labor relations attorney responsible for the grievance process including first chair labor arbitration at both Field Board and System Boards of Adjustment under the Railway Labor Act.

- Senior Personnel Administrator, Johnson & Johnson, New Brunswick, New Jersey

Corporate employee benefits spokesperson in collective bargaining as a member of the corporate collective bargaining team.

- Field Examiner, National Labor Relations Board, Region 22, Newark, New Jersey
- Saul Wallen Fellow, American Arbitration Association (Ford Foundation Grant)

Apprenticeship:

Mentored by Richard Fincher, Scottsdale, AZ, distinguished member of the National Academy of Arbitrators.

Professional Associations

Labor and Employment Relations Association; American Bar Association

Sections of Dispute Resolution, Labor and Employment Law and Dispute Resolution and Government and Public Sector Lawyers; Florida State Bar Association; Florida Bar Association Section on Labor and Employment Law;

Bar Admissions:

Florida, Maryland, New Jersey, New York; federal district court and courts of appeal admissions.

Academic:

August 2000 – present – Professor, Department of Management, Franklin P. Perdue School of Business, Salisbury University

July 1, 2024 – June 1, 2025 – Distinguished Visiting Professor in Negotiation and Law, United States Air Force Academy

Selected publications (complete list is available upon request):

The Repeat Player Effect: Much Ado About Nothing, Journal of Dispute Resolution, University of Missouri School of Law, Summer 2025. (Winner of the 2024 Journal of Dispute Resolution/National Academy of Arbitrators Writing Competition with \$3,000 prize): Fitting The Forum To Fit The Fuss – The Rise Of Online Video Mediation For Workplace Dispute Resolution, Ohio State University Dispute Resolution Journal, Vol. 40 (2025).

Books/Chapters In Print

Alternative Dispute Resolution in the Workplace. Primary Author with Dr. Arthur Berkeley. Westport: Quorum Books; Interference With Employee Rights, National Labor Relations Act: Law and Practice Volume I, Matthew Bender; Railway Labor Act Law and Practice, Contributing Author, Edited by Professor Douglas Leslie, Bureau of National Affairs; Legal Issues and the Aging Workforce with Dr. Caren Goldberg, Aging and Work in the 21st Century, 2nd ed. Schultz, K. and Adams, G., (2018) Routledge, United Kingdom; Mediation of Employment Disputes At The EEOC with Dr. Ruth Obar, Beyond Elite Law: Access To Civil Justice In America in Estreicher, S. and Radice, J., eds., (2016), Cambridge University Press, Cambridge, United Kingdom; Equal Employment Opportunity Commission, The Equal

Employment Opportunity Commission Mediation Participants Experience in Online Mediation And Comparison to In-Person Mediation.

Fees: \$2,200 in person *per diem*; \$1,800 virtual.

Expenses: as permitted by statute. Writing, research, conferences and travel time billed at fractional *per diem* or hourly rate (as applied). Out-of-pocket expenses billed as incurred. No charge for administrative overhead.

Cancellation: Cancellation within fourteen (14) calendar days prior to scheduled hearing date will incur one day's fee. There is a 30-day notice requirement for hearing dates scheduled in excess of 3 days.