

[REDACTED]

Present Occupation Arbitrator and Mediator

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
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PROFESSIONAL STATEMENT

David Vaughn, a full-time neutral arbitrator/mediator of labor and employment disputes since 1984, is a University of Michigan Law School graduate, Member of the National Academy of Arbitrators, Fellow of the College of Labor and Employment Lawyers, Past President of the National Association of Railroad Referees and Member of the ABA and DC Bar. He holds umpireships and serves on permanent panels. He was in private practice and was General Counsel of FMCS and Adjunct Professor at Georgetown University Law Center. He is a long-time faculty member with Labor Arbitration Institute and an Instructor for FMCS Institute.

PROFESSIONAL AFFILIATIONS

National Academy of Arbitrators
American Arbitration Association
ABA
College of Labor and Employment Lawyers
DC Bar
LERA MD Chapter
NARR
SFLERP

EDUCATION

JD Law Univ Of Michigan 1973
BA Poli Sci Univ Of Michigan 1966

CERTIFICATIONS

Attorney
Video Arbitration Capable
In Person Ready
Law - District Of Columbia 1980

ARBITRATION/LABOR RELATIONS EXPERIENCE

Foreign Service Grievance Board - Member, 1991 - 1996
Georgetown University Law Center - Adj Professor, 1983 - 1999
Major League Baseball Players - Senior Counsel, 1983 - 1983
Skadden, Arps - Attorney, 1981 - 1983
FMCS - General Counsel/Assoc G C, 1977 - 1981
Federal Election Commission - Ex Asst to Commissioner, 1975 - 1977
Private Practice - Attorney, 1973 - 1975

INDUSTRIES

Advertising, Aerospace, Agriculture, Airlines, Aluminum, Automotive, Bakery, Banking, Beverage, Brewery, Broadcasting, Building products, Canning, Cement, Chemicals, Clothing, Coal, Communications,

Construction, Dairy, Distillery, Education, Electrical Equipment/Appliances, Electronics, Entertainment/arts, Food manu/proc/service, Foundry, Furniture, Glass/pottery, Grain mill, Health care, Hospital/nursing home, Hotels/motels/casinos/resorts, Iron, Lumber, Machinery, Maritime, Meat packing, Metal fabrication, Mining, Nuclear energy, Office workers/clerical, Organizations, Packaging, Paint & varnish, Petroleum/petrochemicals, Pharmaceuticals, Plastics, Plumbing, Police & fire, Printing & publishing, Prison guard, Public sector grievance, Public sector interest, Pulp & paper, Railroads, Real estate, Refrigeration/HVAC, Restaurants, Retail stores, Rubber/tire, Shipbuilding/dry-dock, Sports, Steel, Stone/quarry, Textile, Tobacco, Transportation, Trucking & storage

ISSUES

Absenteeism, Affirmative action, Age, Arbitrability, Bargaining unit work, Bonus fringe benefits, Conduct (off-duty/ personal), Cost-of-living pay, Demotion, Disability, Discipline (discharge), Discipline (non-discharge), Discrimination, Drug/alcohol offenses, Fact finding, Fringe benefits, Gender, Grievance mediation, Health/hospitalization, Hiring practices, Holiday pay, Holidays, Incentive pay, Insurance, Job classification & rates, Job performance, Job posting/bidding, Jurisdictional dispute, Layoffs/bumping/recall, Leave, Management rights, Merit pay, National origin, Official time, Overtime Pay, Past practices, Pension and welfare plans, Pension claim (fed. statute), Promotion, Race, Religion, Retirement, Safety/health conditions, Seniority, Severance pay, Sexual harassment, Strikes/lockouts/work stoppages/slowdowns, Subcontracting/contracting out, Tenure/reappointment, Unilateral, Union security, Vacation, Vacation pay, Violence or threats, Wages, Work Hours/Schedules/Assignments, Working conditions/work orders

PERMANENT PANELS

Baltimore Gas & Electric-IBEW; B.F.Goodrich/Michelin-USW; Bridgestone/Firestone-USW; City and County of Denver-Police and Sheriff's Unions; DC Dept Corrn's-FOP; DC Hotel Assn-UNITE HERE; DHS/CBP-NTEU; DODDS-FEA; DODEA-OFT; Frontier Commn's-CWA; HHS-NTEU; Hope Gas-UGWU; Horseshoe Balt Casino-UNITE HERE; Mont. Cty., MD/ IAFF, MCGEO/UFCW; Mont. Cty. Disability Arb. Bd.; MTA-ATU; NIH-FOP, Philip Morris-IAM; Prince Georges Cty Disability Review Board; Hrg Exmr Southwest Airlines-TWU; TSA-AFGE; UPS-Teamsters; UMWA-ACNR; USDA-FNS/NTEU; Washington Metro Area Transit Authority-ATU. (Partial list of present appointments)

ARBITRATION ROSTERS

FMCS Arbitration Roster; AAA (Labor, Employment Arbitration, Employment Mediation, ERISA, Commercial, Sports, MPPA and Large and Complex Disputes); DC PERB; National Mediation Board

PUBLISHED CASES

Does not submit cases for publication.

RATES/POLICIES

Per Diem: \$2,400.00

Grievance Arbitration: \$2,400.00 is charged for each day of hearing and at the same rate, pro rata, for travel time, study, and drafting. May charge for pre and/or post-hearing case administration. In addition, a fee in the amount of \$2,400.00 is charged for each scheduled day of hearing for such cases canceled or postponed on notice received 30 calendar days or fewer in advance of the hearing.

Expenses: Arbitrator charges for reasonable expenses, including airfare, car rental and lodging. Automobile mileage and meals and incidental expenses are charged at the applicable IRS expense rate, or actual costs if IRS rates not applicable. Time and expenses are charged constructively from nearest business address or actual costs, whichever are less. May issue interim bills. Selection constitutes acceptance of fees.

Interest arbitration: \$4,800.00

For Interest Arbitration, Complex/Statutory Cases (including ERISA/MPPA) for Interest Fact-Finding and Mediation and for Grievance Mediation: \$4,800.00 is charged for each day of hearing and at the same rate, pro rata, for travel time, study, and drafting. In addition, a fee in the amount of \$4,800.00 is charged for each scheduled day of hearing for such cases canceled or postponed on notice received by me 30 calendar days or fewer in advance of the hearing.

Other: Arbitrator conducts in-person hearings when safety can be maintained and a full and fair hearing afforded. Arbitrator is qualified and conducts online hearings (e.g. by Zoom) when Parties agree. Also available to hear cases on written submissions. Advance discussions of hearing options and arrangements are encouraged.