

ARBITRATION EXPERIENCE, QUALIFICATIONS AND PANEL INFORMATION

OCCUPATION: Impartial Arbitrator and Mediator

ARBITRATION EXPERIENCE: Includes airlines, railroads, commuter rail, and associated RLA business, mass transit as well as non-RLA industries. Special experience/qualifications in interest arbitration and fact-finding, mediation, grievance mediation, statutory claims, drug/alcohol issues, workplace violence, employee benefits, employment discrimination, ADA, FMLA, FLSA, ERISA, NLRA and RLA.

PROFESSIONAL ORGANIZATION MEMBERSHIP/ACTIVITIES: National Academy of Arbitrators (Member, Board of Governors, 2006-2010); National Assoc. of Railroad Referees (Past President; Past Secretary-Treasurer); Labor and Employment Relations Research Association (Past President-Maryland Chapter); Fellow, College of Labor and Employment Lawyers; Society of Federal Labor and Employee Relations Professionals; District of Columbia Bar Assoc. (Labor & Employment Law Section); Admitted to Practice: District of Columbia and Federal Courts.

PERMANENT PANELS: ACNR-UMWA; 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; 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; DHS/TSA-AFGE; UPS-Teamsters; USDA/FNS-NTEU; Washington Metro Area Transit Authority-ATU. (Partial list)

APPOINTING AGENCY LISTINGS: Federal Mediation and Conciliation Service; American Arbitration Association - Employment, Labor, ERISA and Large/Complex, Sports and Commercial Case Panels; National Mediation Board; State/Local Agencies.

FORMER POSITIONS/DUTIES: Arbitrator and Mediator, 1983-present: full-time neutral in labor and employment disputes (see partial list of industries, issues and panels); Adjunct Professor, Georgetown Univ. Law Center, 1983-1999; Member, Foreign Service Grievance Board, 1991-1996; Mbr, Presidential Emergency Bds 230, 223, 214; Hearing Officer, Ofc Senate Fair Empl Practices, 1992-1997; Senior Counsel, Major League Baseball Players, 1983; Attorney, Skadden Arps et al. 1981-1983; General Counsel/Assoc G C, FMCS, 1977-1981; Exec Sec'y, Atomic Energy L/M Relations Panel, 1979-1981; Exec. Asst. To Commissioner, Federal Election Commission, 1975-77; Attorney, private practice, 1973-1975.

TEACHING: Faculty, Labor Arbitration Institute, 2007-2023; Instructor, FMCS Institute 2022-2023; Adjunct Professor, Georgetown University Law Center (1983-99) (Courses: Labor Arbitration, Labor Law and Labor Relations Under the Railway Labor Act; Negotiations and Collective Bargaining; Alternative Dispute Resolution in Employment); Adjunct Professor Delaware School of Law (1981-83); Professorial Instructor, American University School of Business

(1979-80); Instructor, AAA, George Meany Center, Continuing Legal Education; Author.

EDUCATION: University of Michigan Law School (JD, 1973); University of Michigan (BA, 1966).

FEES (per hearing day and for study/drafting): Grievance Arbitration; \$2,800.00, Interest/Statutory disputes, Mediation, Fact-Finding, ERISA: \$4,800.00. Hearing days in excess of eight hours may incur an additional charge at a pro-rata rate. Each including all time spent in connection with case at the same rate plus expenses. Cancellation/postponement fees per day: One day's per diem charged for notice received 30 calendar days or fewer in advance. Charges on pro rata basis for preliminary matters (case mgmt confs, discovery, disputes, motions, etc.) and for review, preparation, research, drafting and travel time. Travel and other expenses charged.