

**Email:** [REDACTED] (Preferred Contact Method)

**Present Occupation** Arbitrator and Mediator

**Mailing Address**

[REDACTED]  
[REDACTED]

**Additional Addresses**

[REDACTED]  
[REDACTED]

(301)854-3200

**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 panels. He was in private practice and was General Counsel of FMCS and Adjunct Professor at Georgetown University Law Center.

**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  
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

**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, Union security, Vacation, Vacation pay, Violence or threats, Wages, Work Hours/Schedules/Assignments, Working conditions/work orders

**PERMANENT PANELS**

(Partial list of present appointments) Bridgestone/Firestone-USW; Costco-Teamsters; CSX-BLET; CSX-TWU/BRC; DC Dept Corr'n's-FOP; DC Hotel Assn-UNITE HERE; DHS/CBP-NTEU; Frontier Comm'n's-CWA; HHS-NTEU; Horseshoe Balt Casino-UNITE HERE; IRS-NTEU; LSG Sky Chefs-UNITE HERE, ; Mont. Cty., MD/ IAFF, MCGEO/UFCW; Mont. Cty. Disability Arb. Bd.; MTA-ATU; NIH-FOP, Philip Morris-IAM; Hrg Exmr, Prince Georges Cty Disability Arbn Board; Southwest Airlines-TWU; TSA-AFGE; UPS-Teamsters; USDA-FNCS/NTEU; Washington Metro Area Transit Authority-ATU.

**ARBITRATION ROSTERS**

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

**PUBLISHED CASES**

Does not submit cases for publication.

**RATES/POLICIES**

Per Diem: \$2,000.00

Grievance Arbitration: \$2,000.00 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 \$2,000.00 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 actual cost of 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. Arbitrator charges actual cost for reasonable case-related expenses. 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: \$4,000.00

For Interest Arbitration, Complex/Statutory Cases (including ERISA) and Mediation: \$4,000.00 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 \$4,000.00 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.

