E. Patrick McDermott
[redacted]

ARBITRATOR EXPERIENCE

April 2021 – Present

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

***Industries and Issues*:** Entertainment, airline, pharmaceutical, manufacturing, trades, clerical, transportation, nonprofit, public transit, education (higher and K-12), public sector, public safety (police and fire), developmental disability, athletics. Issues include discipline and discharge and contract interpretation, performance evaluation, promotion, sexual harassment, interest arbitration, NLRA deferral issues, whistleblower, security contractors, federal security officers, contract arbitration involving all areas of employment discrimination (Title VII, Title IX, ADA, ADEA,), ERISA, FLSA, SOX retaliation, state wage and hour, covenants not to compete, and unjust dismissal.

Permanent Arbitration Panels:

AFGE Local 987 and USAF Robins Air Force Base, Georgia Expedited Arbitration Panel
New York State Education Department, 3020-a Teacher Tenure Panel.

***Private Rosters*:**

American Arbitration Association (*labor arbitrator and employment panels)*
Forum ADR (*employment panel*)

***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 Board
U.S. Virgin Islands Public Employees Relations Board

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

Responsibilities included negotiation, arbitration, and administration of collective bargaining agreements; employment litigation in local, state and federal courts and administrative agencies, employment contracts, 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 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

Served as labor relations attorney responsible for employee relations for major U.S. airline including first chair labor arbitration at Field Board and System Boards of Adjustment.
Senior Personnel Administrator, Johnson & Johnson, New Brunswick, New Jersey
Responsible for corporate recruiting and later served as employee benefits liaison at collective bargaining negotiations for a major multinational corporation.

- Field Examiner, National Labor Relations Board, Region 22, Newark, New Jersey

***Training*:**
FMCS Institute - Becoming a Labor Arbitrator and Federal Sector Arbitration courses; select AAA courses in labor arbitration and employment arbitration.
Trainer:
EEOC Advanced Mediator Training Faculty – For the last two decades, provided advanced mediation training to EEOC Mediators at EEOC national conference in Washington D.C.
Apprenticeship:
Mentored by a distinguished member of the National Academy of Arbitrators
Professional Associations
Labor and Employment Relations Association; American Bar Association
its 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 - Maryland, Florida, New Jersey, New York
Academic*:*
July 1, 2024 – present – Distinguished Visiting Professor in Negotiation and Law, United States Air Force Academy
August 2000 – present – Professor, Department of Management, Franklin P. Perdue School of Business, Salisbury University (October 1, 2018 – August 1, 2019, Fulbright Lecturer in Law/Researcher, University of Bucharest School of Law, Bucharest, Romania; August 2007 – August 2008 – Fulbright Lecturer in Law/Researcher, East China University of Political Science and Law, Shanghai, China; Assistant Professor – Hood College, Frederick, Maryland; MBA Program Director; Adjunct Teaching - Dispute Resolution Systems Design - University of Baltimore; Negotiation - Executive MBA Program at Loyola University and at The School of Business and Public Management at The George Washington University.
Selected publications (complete list is available upon request):
Pending
The Repeat Player Effect: Much Ado About Nothing, Journal of Dispute Resolution, University of Missouri School of Law, accepted for publication 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, accepted for Vol. 40 (2025).
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 21stCentury, 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 (released June 1, 2022).

Fees: $1,800 *per diem* for labor matters. $350/hour for employment law arbitration.

Expenses: writing, research, conferences and travel time billed at fractional *per diem* or hourly rate (as applied), dependent on appointing authority rules. Out-of-pocket expenses billed as incurred and permitted under authority rules. No charge for administrative overhead.

Cancellations: less than fourteen (14) calendar days prior to scheduled hearing date will incur one day's fee.