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Present Occupation: Full-time Arbitrator, Mediator, Fact finder

First Business Address:

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Second Business Address:

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PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators (Member since 1988), Association for Conflict Resolution, Society of Federal Labor and Employment Professionals, American Arbitration Association, Industrial Relations Research Association.

EDUCATION:

Northeastern University School of Law	JD	1991
University of Chicago	Ph.D.	1978
University of Chicago	MA	1968
Stanford University	BA	1964

EXPERIENCE:

1979 – Present: Full-time Arbitrator, Mediator, Factfinder. Served as neutral in numerous private and public sector labor and employment cases pursuant to appointment by the Parties, FMCS, AAA, and various state public employee labor relations agencies.

1978-79: Field Examiner/Hearing Officer, National Labor Relations Board, Boston, MA;

1971-78: Investigator/Conciliator, Equal Employment Opportunity Commission, Boston, MA;

1964-1966: High School English/History Teacher, Peace Corps Volunteer, Hyderabad, India.

INDUSTRIES:

Aerospace, airlines, agriculture, automotive, bakery, building products, broadcasting, chemicals, clothing, communications, construction, dairy, education, electrical equipment, electronics, entertainment, food, health care, hotels, hospitals/nursing home, lumber, machinery, metal fabrication, nuclear energy, office workers/clerical, organizations, packaging, paint and varnish, petroleum/petrochemicals, pharmaceuticals, plastics, policy and fire, printing and publishing, prison guard, pulp and paper, restaurants, retail stores, rubber/tire, steel, textile, tobacco, transportation, trucking and storage, utilities, warehousing.

ISSUES:

Affirmative action, absenteeism, arbitrability, bargaining unit work, call-in/call-back, conduct, demotion, discipline (non-discharge), discipline (discharge), discrimination (age, disability, race, sex, religion, national origin), drug/alcohol offenses, fringe benefits (bonus, holidays, insurance, leave, vacation), grievance mediation, health/hospitalization, insubordination, job performance, job posting/bidding, jurisdictional dispute, layoffs/bumping/recall, management rights, official

time/union business, overtime, past practices, pension & welfare plans, performance appraisal, promotion, rates of pay, reassignment, retirement, RIF, safety/health conditions, seniority, security, sexual harassment, shift hours, sick leave, strikes, lockouts, work stoppages, slowdowns, subcontracting/contracting out, terms and conditions, tenure/reappointment, transfer, wages/ all pay-related issues, work hours/schedules, violence or threats.

PERMANENT PANELS, BOARDS, AND ROSTERS (Past and Present):

Federal Aviation Administration/PASS, U.S. Dept. of Labor/AFGE, U. S. Dept. of Energy/NTEU, IRS/NTEU, U.S. Patent & Trademark Office/POPA, Naval Surface Warfare Center/AFGE, Immigration & Naturalization Service/NBPC, Pepco/IBEW, Verizon/CWA, Commonwealth of Massachusetts/MNA, Carr-Lowrey Glass/GMP, Social Security Admin./AFGE, U. S. Dept. of Agriculture/AFGE, U.S. Foreign Service Grievance Board, U.S. Senate Office of Fair Employment Practices, National Mediation Board, Commonwealth of Massachusetts/Alliance, New Hampshire Public Employee Labor Relations Board, U.S. Virgin Islands Public Employees Labor Relations Board.

PUBLISHED CASES (Partial List):

102 FLRR 2-1025; 101 FLRR 2-1189; 101 FLRR 2-1133; 101 FLRR 2-1121; 100 FLRR 2-1116; 98 FLRR 2-1041; 94 FLRR 2-1257; 92 FLRR 2-1728; 85 FLRR 2-1632; 85 FLRR 2-1174; 94-2 ARB 4428, 94-2 ARB 4448, 81 LA 608, 84 LA 830, 89 LA 688

FEES:

PER DIEM FEE: \$1,400 **DOCKETING FEE:** N/A **CANCELLATION FEE:** Per Diem Fee chargeable if less than 3 weeks advance notice. Exception: Where hearings are scheduled for consecutive days, no late cancellation fee charged where hearing is completed the first day. **EXPENSES:** Charged from nearest business address. **TRAVEL TIME:** Prorated Per Diem when travel requires 2 or more hours from nearest business address.