

Office of
JOSEPH A. DEMARCO
ARBITRATOR · MEDIATOR
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OCCUPATION

Arbitrator and Mediator

ARBITRATION/LABOR RELATIONS EXPERIENCE

Joseph A. DeMarco has over 39 years' experience working in different capacities as a labor relations practitioner and educator. As a full-time Arbitrator since **2007**, has decided more than 150 Arbitration cases in public and private sector disputes involving contract interpretation, discipline and discharges. **1992-2006**, Corporate Manager of Field Labor Relations for the United States Postal Service. Directed multiple teams of negotiators during six national level labor negotiations; managed nine area Managers of labor relations; administered the arbitration training program; advocated approximately 300 arbitration cases and served as Division Director of Human Resources during Postal Service career which began in 1974.

ISSUES

Absenteeism, alcoholism, arbitrability, bargaining unit work, conduct (off duty), contracting out, contract interpretation, disability, drug testing, discipline (discharge), family medical leave act, gambling, intoxication, last chance agreements, leave/vacation, hiring practices, holiday compensation, insubordination, interest arbitration, job performance, job posting, job bidding, jurisdictional disputes, layoffs, management rights, negligence, past practice, promotion, performance appraisals, reassignments, seniority, sexual harassment, subcontracting, temporary workforce, union representation, workers' compensation, vacation.

INDUSTRIES (Including role as an Adjunct Professor)

Airlines, automotive, banking, chemicals, communications, construction, education, electrical equipment, food, health care, hotels, hospitals, office workers, packaging, paint, petroleum, pharmaceuticals, police and fire, printing, restaurant, retail stores, steel, textile, transportation, trucking, utilities.

PERMANENT PANELS

National Postal Mail Handlers Union/United States Postal Service
American Postal Workers Union/United States Postal Service

ARBITRATION ROSTERS

American Arbitration Association
Federal Mediation and Conciliation Service
National Mediation Board
Pennsylvania Bureau of Mediation – Arbitrator Roster

PROFESSIONAL AFFILIATIONS

American Arbitration Association (National Labor-Management Task Force 1998-99)
Labor and Employment Relations Association

EDUCATION

B.S. 1968 **St. Joseph's University**
M.B.A 1973 **Temple University**
Senior Management Program 1986 **University of Virginia**
Executive Development Program 1988 **Duke University**

ACADEMIC WORK EXPERIENCE

2003-2004 Cabrini College, Radnor, PA
Adjunct Professor Business

1978-1987 La Salle University, Philadelphia, PA
Adjunct Professor

Designed and taught courses in:

- Human Resource Management
- Collective Bargaining
- Labor Relations

PRESENTATIONS

Panelist: Skills Training (Grievance Processing and Case Preparation), American Arbitration Association, for Pennsylvania State Troopers Association, Pennsylvania State Corrections Officers Association, December, 2008.

CONTINUING PROFESSIONAL EDUCATION

- 2009, 2010, 2011 FMCS Arbitration Symposium
- 2009, 2010 Labor Arbitrator I and II Workshops AAA
- 2003 CENTER FOR CREATIVE LEADERSHIP
- 1997 FEDERAL MEDIATION AND CONCILIATION SERVICE
Mediator Certification
- 1996 CORNELL UNIVERSITY
Mediator Development Program

