

RESUME

Name: CHARLOTTE GOLD

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Occupation: Arbitrator

Professional
Associations: National Academy of Arbitrators
American Arbitration Association
National Association of Railroad Referees

Permanent
Appointments: FedEx & ALPA; Northwest Airlines & ALPA, FAA-CWA; PSA (US
Air) & ALPA; Livesource Verizon Florida & IBEW. TCU & CSX,
CSX Intermodal, Norfolk Southern, Union Pacific, Canadian
National/Illinois Central, Kansas City Southern, Grand Trunk
Western RR. USPS & APWU, NPMHU

Panel
Memberships: American Arbitration Association
Federal Mediation & Conciliation Service
National Mediation Board

Issues: Absenteeism; Affirmative Action; Arbitrability; Bargaining Unit
Work; Conduct (Off-Duty/Personal); Demotion; Disability;
Discipline (Discharge); Discipline (Non-Discharge);
Discrimination: Age, Disability, Race, Sex, Religion, National
Origin; Drug/Alcohol Offenses; Evaluation; Fringe Benefits:
Holidays, Insurance, Leave, Vacation; Grievance Mediation;
Health/Hospitalization; Hiring Practices; Job Performance; Job
Posting/Bidding; Jurisdictional Disputes; Layoffs/Bumping/

Recall; Management Rights; Official Time; Past Practices; Promotion & Transfer; Retirement; Safety/Health Conditions; Seniority; Sexual Harassment; Strikes, Lockouts, Work Stoppages, Slowdowns; Subcontracting/Contracting Out; Tenure/Reappointment; Union Security; Wages: Cost-of-Living, Holiday, Incentive Pay; Job Classification & Rates; Merit, Overtime, Severance, and Vacation Pay; Work Hours/Schedules/Assignments; Working Conditions/Work Orders; Violence or Threats

Industries: Private Sector: Aerospace, Agriculture, Airlines, Brewery, Communications, Demolition, Entertainment, Fertilizer, Food, Foundry, Furniture, Health Care, Hotels/Motels/Casinos/Resorts, Nonprofit Organizations, Maritime, Nuclear Energy, Office Workers/Clerical, Paper, Pharmaceuticals, Printing/Publishing, Refrigeration, Restaurants, Retail Stores, Rubber, Shipping, Textile, Tobacco, Transportation, Trucking, Utilities, Warehousing. Public Sector: Municipal, county, state, federal (police, fire, education, administration, health care, etc.)

Prior Work Experience: Vice President, American Arbitration Association, 1977-1983. Director, Publications Division, New York State School of Industrial & Labor Relations, Cornell University, 1972-1977.

Education: M.A., Cornell University, Ithaca, New York, 1970. B.A., Smith College, Northampton, MA, 1958. Neutral Training, New York State Public Employment Relations Board-Cornell University, 1974.

Teaching: Cornell University-Empire State, Labor Studies Faculty, 1981-1987 (Arbitration); Cornell University-State University of New York at Farmingdale, 1983 (Arbitration); State University of New York at Stony Brook, 1980 (Collective Bargaining).

Editorships: The Arbitration Journal, 1977-1985. Study Time, 1977-1985.

Related
Experience &
Awards:

Member, Presidential Emergency Board No. 223.
Academy of Women Achievers of the YWCA of the City of
New York.

Publications:

“Opinions and Awards: Inadvertent Results,” in Gladys W.
Gruenberg, ed., *Arbitration 1990: New Perspectives on Old Issues*,
Proceedings of the 43rd Annual Meeting of the National Academy
of Arbitrators (Washington, D.C.: The Bureau of National Affairs,
Inc., 1991).

With Rodney E. Dennis and Margaret Liebowitz, “Arbitration of
Disputes Involving Teachers,” in Tim Bornstein and Ann Gosline,
gen. eds., *Labor and Employment Arbitration*, Matthew Bender,
1988.

“Assault at the Workplace: The Final Blow,” *Supervisory Manage-
ment*, March 1986.

*Labor-Management Committees: Cooperation, Cooptation, or
Confrontation?* Cornell University, ILR Press, 1986.

“Case Administration and the Role of the Neutral in Mediation, Fact
Finding, and Arbitration,” in Jerome K. Lefkowitz, ed., *The
Evolving Process: Collective Negotiations in Public Employment*
(Fort Washington, PA: Labor Relations Press, 1985).

Grievance Handling Manual for Contract Disputes, New York State-
CSEA, 1984.

Editor, *Proceedings of the Society of Professionals in Dispute
Resolution*, 1983.

Reviews of (1) *Dynamics of Third-Party Intervention: Kissinger in
the Middle East*, *The Arbitration Journal*, September 1981; *How
Arbitration Works*, *The Arbitration Journal*, March 1986; *Labor and
Employment Arbitration*, *The Arbitration Journal*, June 1989.

With Rodney E. Dennis and Joseph Graham III, "Reinstatement after Termination: Public School Teachers," Industrial and Labor Relations Review, 1976.

FEE SCHEDULE &
CANCELLATION
POLICY

Per diem fee: \$1,200

Cancellation Policy: If the scheduled hearing is postponed or cancelled with notice of less than 21 calendar days, the per diem fee for each day of hearing shall be charged if another matter cannot be set in its place.

Interest arbitration, fact finding, and mediation: Per diem rate for six hours; \$200 per hour for each hour thereafter.

Travel Time: No charge for travel on day of hearing; per diem rate if travel is required day before or day after hearing.

Expenses: Actual charges for airfare, car rental, automobile mileage, food, lodging, and the like.

