

ROBERTA GOLICK

ARBITRATOR

MEDIATOR

**PROFESSION****Arbitrator and Mediator****President-Elect, National Academy of Arbitrators (2011-2012)**

Since 1974, engaged in the full-time practice of arbitration and mediation of labor-management and statutory employment disputes.

Have handled thousands of disputes in private and public sectors. Experience in contract negotiations, drafting of contract language, contract interpretation and the arbitration and mediation of statutory complaints, including wage & hour, sex, age and handicap-based discrimination. Industries: airlines, automotive, banking, clerical, communications, construction, corrections, education, food, health & hospitals, government, investment banking, metals, manufacturing, paper, public safety, publishing, retail, trucking, technology, utilities, etc.

Issues: absenteeism, ADA, alcohol/drug, assignment of work, bargaining unit work, demotion, discharge, discipline, discrimination (state and federal claims), FMLA, health/welfare, holidays, job classification, job posting/bidding, jurisdiction, layoff/bumping/recall, management rights, medical disputes, mergers, overtime, past practices, promotion, safety, scheduling, seniority, severance, sick leave, sexual harassment, strike, subcontracting, successorship, transfer, vacations, wage systems, work performance, working conditions, etc.

**CURRENT  
UMPIRESHIPS  
(partial list)**

- American Airlines; Association of Professional Flight Attendants.
- United Parcel Service; International Brotherhood of Teamsters.
- Directors Guild of America; Academy of Motion Picture Arts & Sciences.
- Raytheon Corporation; International Brotherhood of Electrical Workers.
- Harvard University; Harvard Union of Clerical and Technical Workers.
- Higher Education Coordinating Council; Massachusetts Teachers Association.
- Logan International Airport; Metropolitan District Building and Construction Trades Council.
- New England Joint Area Committee of Freight Employers; International Brotherhood of Teamsters.
- Boston Medical Center; Unified Bargaining Unit.
- Women & Infants Hospital; New England Health Care Employees.
- State of Connecticut; New England Health Care Employees Union.
- Electric Boat Corporation; UAW L. 571.
- City of Boston; Boston Police Patrolmen's Association, Service Employees International Union, and Salaried Employees of North America.
- Suffolk County Sheriff's Department and its seven Unions.
- Norfolk County Sheriff's Department and County Correctional Officers
- Massachusetts General Hospital; Project Labor Agreement

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**PRIOR  
EMPLOYMENT  
1974-1982**

**Massachusetts Department of Labor  
Board of Conciliation and Arbitration**  
General Counsel 1974  
Acting Chair 1975-76  
Mediator 1976-78  
Mediator/Arbitrator 1978-82

**PROFESSIONAL  
HONORS**

1996 recipient of New England's Cushing-Gavin Award, given to a single neutral for "Excellence in Labor-Relations, Exemplifying Moral Integrity, Professional Competence and Community Concern."

**PROFESSIONAL  
ACTIVITIES**

**National Academy of Arbitrators 1984-present  
President-Elect (2011-2012)**

Nominating Committee Chair: 2008  
New Member Orientation Co-chair, 2005-2008  
President's Executive Committee, 2004  
Vice-President, 2003-2005  
Chair, Annual Meeting Arrangements, 2003, 2007  
Committee on Professional Responsibility and Grievances, 2000-2003  
Special Committee on the Academy's Future, 1999-2002  
Board of Governors, 1997-2000  
National Chair, Membership Committee, 1994-1997  
Regional Chair, 1990-1992

**College of Labor and Employment Lawyers 2006-present**

2006 fellow, by invitation, in recognition of "sustained outstanding performance in the profession, exemplifying integrity, dedication and excellence."

2009-present: Circuit Credentials Committee Member, First Circuit

**PUBLICATION**

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**EDUCATION**

Boston University School of Law, Juris Doctor, 1974  
Barnard College, Columbia University, Bachelor of Arts in Asian Studies, 1971  
(concentration in Japanese language and Asian affairs)