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ATTORNEY AT LAW
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EDUCATION Harvard College B.A., Cornell Law School J.D.

PERMANENT PANELS AND UMPIRESHIPS

Chair, U.S. Foreign Service Impasse Disputes Panel (1983-1997)
Foreign Service Grievance Board (1997-)
Union of Needletrades Industrial and Textile Employees and Federation of Union Representatives
Hotel Association of Washington D.C. and Hotel and Restaurant Employees Local 25
Internal Revenue Service and National Treasures Employees Union (Regular Panel)
Monroe County (N.Y.) and Civil Service Employees Association
Rochester (N.Y.) City School District and Rochester Teachers Association
New York State and Civil Service Employees Association Statewide Disciplinary Panel
New York State and AFSCME Council 82 (Security Services Unit and Supervisors Unit)
U.S. O.P.M. Central Office and American Federation of Government Employees
NTEU and U.S. Customs Service
University of Rochester and University of Rochester Security Officers Association
Lockheed and International Association of Machinists (Umpire 1994-1995)
Flying Tigers and International Association of Machinists (1987-1991)
Dalkon Shield Trust Arbitration Panel (1994-1997 - Panel Disbanded)
Washington Gas and Office and Professional Employees International Union, Local 2
Bell Atlantic (Verizon) and Communications Workers of America 1998-2000
AAA Recognition and Related Representational Issues Panel
Senate Office of Compliance Mediation Panel 2000
Department of Health and Human Services and National Treasury Employees Union
Panel of International Council of Arbitration for Sport (ICAS) - Lausanne Switzerland
The State of New York and the NYS Correctional) officers and Police Benevolent Association, Inc. (Pilot
Expedited Disciplinary Arbitration Procedure) 2001-
National Panel of Sports Neutrals 2001-

PRESIDENTIAL EMERGENCY BOARDS

PEB #202 Long Island Railroad and Brotherhood of Locomotive Engineers (1984)
PEB #203 Long Island Railroad and BRAC (1984)
Long Island Railroad Congressional Advisory Board (1987)
Special Board Created under Public Law 102-29 National Railway Labor Conference and 7 co-operating Rail
Organizations (1991)

PROFESSIONAL AFFILIATIONS

College of Labor and Employment Lawyers
National Academy of Arbitrators
[Board of Governors, 1983-1986; Executive Committee, 1987; Chair, Membership Committee, 1988-
1991; Vice President, 1992-1994; National Coordinator of Regional Activities and Chair, Committee on
Continuing Regional Education, 1996-1999]
Labor and Employment Law Section, New York State Bar Association
[Executive Committee, 1982-; Chair, 1995-1996]
American Arbitration Association
[Syracuse Office: Labor Advisory Council; Chair, Employment Law Advisory Council]
Society of Federal Labor Relations Professionals
[Board of Directors, 1991-; First Vice President, 1996-1998]
American Bar Association - Labor Employment and ADR Sections
Federal Bar Association

AGENCY PANELS

American Arbitration Association [Labor, Employment, Discrimination, Commercial, New York State, Sports
Education Law 3020-a, Securities Panel and Representation Issue Panel]
Federal Mediation and Conciliation Service
National Mediation Board
New York State Public Employment Relations Board [Mediation, Fact-Finding, Grievance and Interest Arbitration
Panels]
New York State Employment Relations Board
Arbitration Panel of The Virgin Islands Public Employees Relations Board

RESEARCH AND PUBLICATIONS

Principal Investigator for Grant from the National Academy of Arbitrators Research and Education Foundation (to
create an NAA Continuing Education Catalog and Library), Chapter co-author - Off-Duty Conduct; "Discipline
and Discharge in Arbitration"; ABA Section of Labor and Employment Law published by BNA (1999): Chapter
Author "Violence in the Workplace," Labor and Employment Arbitration, Mathew Bender Publications, 1990.