

ROBERT A. GREY, ESQ.
ARBITRATOR and MEDIATOR • LABOR and EMPLOYMENT
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LABOR ARBITRATION EXPERIENCE/PANELS

AAA; FMCS, NMB; NRAB; United Transportation Union (UTU)/CSX Transportation; UTU/Belt Railway Company of Chicago; Brotherhood of Locomotive Engineers and Trainmen (BLET)/Belt Railway Company of Chicago; BLET/Canadian National-Illinois Central Railroad; BLET/Northern Illinois Regional Commuter Railroad Corporation (METRA); BLET/Canadian National-Duluth, Missabe & Iron Range Railway Co.; American Train Dispatchers Association (ATDA)/Burlington Northern Santa Fe Railway; Port Authority of NY/NJ Employment Relations Panel; NYS PERB Public and Private Sector Grievance Arbitration Panels; Suffolk County PERB; NYC Dept. of Education/United Federation of Teachers (UFT Local 2 AFT/NYSUT) Tenure (Misconduct/Incompetence); NJ PERC; NJ State Bd. of Mediation;. **Permanent Arbitrator:** US Postal Service/American Postal Workers Union (APWU); MTA NYC Transit/Transit Workers Union of Greater New York (TWU Local 100) Discipline Panel and Preventable Accident Panel; Village of Irvington/Irvington Police Benevolent Association (PBA); Cornell ILR National Roster of Neutrals. Has served as contested election arbitrator and has officiated card-check/Excelsior List proceedings.

LABOR and EMPLOYMENT MEDIATION EXPERIENCE/PANELS

Has mediated CBA negotiations and served as fact-finder. As an impartial permanent mediator for the US Postal Service Redress Mediation (EEO) Program for over 10 years, mediated hundreds of disputes in New York and New Jersey involving labor and employment issues. These mediations often resolved outstanding CBA interpretation and/or disciplinary grievances to the mutual satisfaction of the parties and their representatives, in addition to resolving statutory rights claims. US Equal Employment Opportunity Commission (EEOC); US Nuclear Regulatory Commission (NRC); NYS PERB Public Sector Fact-Finding and Mediation Panels.

LABOR and EMPLOYMENT PROFESSIONAL AFFILIATIONS

National Association of Railroad Referees (NARR); Society of Federal Labor and Employee Relations Professionals (SFLERP); Labor and Employment Relations Association (LERA) National, New York City, Long Island, Philadelphia, New Jersey, and Central Pennsylvania Chapters (Board Member LI Chapter; Nominating Committees LI and NJ Chapters; Scholarship Committees LI and NYC Chapters); American Bar Assoc. (ABA) Labor and Employment Section; New York State Bar Assoc. (NYSBA) Labor and Employment Section, and Dispute Resolution Section; New Jersey State Bar Assoc. (NJSBA) Labor and Employment Section; Suffolk County Bar Assoc. (SCBA) Labor and Employment Committee, and ADR Committee; Queens County Bar Assoc. (QCBA) Labor Relations Committee. Bar Admissions: New York; Washington, DC; US EDNY and SDNY; US Supreme Court.

OTHER RELEVANT LABOR and EMPLOYMENT EXPERIENCE

Having previously served in both rank-and-file and supervisory bargaining units, and having been a manager, has dealt with labor and employment conflict from multiple perspectives. As an attorney, has extensive experience in non-CBA contract negotiation, drafting, implementation, interpretation, settlement and enforcement. Trainer and facilitator in mediation, effective communication, workplace conflict resolution and prevention. Prior experience includes NYPD Police Officer, 1986-91; NYPD Detective, 1991-92; NYPD Sergeant, 1992-06 (Service Retirement). Deputy Managing Attorney NYPD Legal Bureau, 1995-2006. Certified Instructor, NYS Division of Criminal Justice Services, Municipal Police Training Council. Certified New York State Interior Firefighter, Levels I and II. Certified in Noise Measurement. Mentored by Dick Adelman, Melissa Biren, Bob Douglas, Howard Edelman, John Sands and Elliott Shriftman in the Cornell ILR Scheinman Institute Labor Arbitrator Development Program and the New York State Bar Association Labor & Employment Section Arbitrator Mentoring Program.

EDUCATION

Cornell University School of Industrial and Labor Relations (ILR), Scheinman Institute on Conflict Resolution: Certificates in Labor and Employment Arbitration and Mediation; Advanced Certificate in Workplace ADR and Conflict Management. Labor Arbitrator Development Program (inaugural cohort), Certificate.

Rutgers University School of Management and Labor Relations (SMLR) and New Jersey Public Employment Relations Commission (PERC): Certificate in Public Sector Labor Relations.

Federal Mediation and Conciliation Service (FMCS): Labor Arbitrator Institute, Certificate.

New York Law School, New York, NY: Juris Doctor. John Ben Snow Scholar.

State University of New York at Binghamton: Bachelor of Arts in Economics, Harpur College, with Adjunct in Business Management, School of Management. International Economics Honor Society.

RAILROAD SPECIFIC TRAINING: UTU/CSX/NMB (2010); BLET/Union Pacific/NRAB First Division (2012).