

MARK M. GROSSMAN, ESQ.
Arbitrator, Mediator, and Fact Finder
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Occupation: Arbitrator, Mediator, and Fact Finder – Member of the National Academy of Arbitrators

Experience: Full Time arbitrator since 1979. Experience in mediation, fact-finds, interest arbitrations, MMPPA arbitrations, and employee benefit arbitrations. Also teach graduate evening courses in labor law, alternative dispute resolution, and public sector collective bargaining at the University of Rhode Island. Conceived and coordinate annual conferences in Labor and Employment Law and Labor Arbitration for URI.

Issues: Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct (Off-Duty/Personal), Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination (Age, Disability, Race, Sex, Religion, National Origin), Drug/Alcohol Offenses, Fringe Benefits (Bonus, Holidays, Insurance, Leave, Vacation), Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Dispute, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages (Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification & Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay), Work Hours/Schedules/Assignments, Working Conditions/Work Orders, and Violence or Threats

Permanent Panels: Actors' Equity/The Public Theatre; Butler Hospital/District 1199; Cape Cod Hospital/SEIU; CT/AFSCME; IRS/NTEU; Franklin County, Mass. Sheriff's Office/Teamsters; NYC /LBA; NYC/PBA; NYC/SBA; Natick Paperboard Co./PACE; Sikorsky Aircraft/Teamsters; Suffolk County /AME; W&I Hosp./ District 1199; ADR – Comm. of Mass/AFSCME/SEIU/NAGE.

Education: Cornell University (BS-1965); Brooklyn Law School (JD-1968)

Publications and Speaking Engagements: Author of the book: THE QUESTION OF ARBITRABILITY, CHALLENGES TO THE ARBITRATOR'S JURISDICTION AND AUTHORITY (published by the Cornell Press, 1984); Have presented speeches and conducted training sessions at many conferences; Creator and organizer of the Univ. of RI's annual Employment and Labor Law Conference (1987-present) and Labor Arbitration Conference (2000-present)

Per Diem: \$1,200 plus travel expenses; Reserve the right to charge for cancellation or postponement with less than two full weeks' notice.