

HUGH D. JASCOURT

Email: hugh.d.jascourt@verizon.net

Present Occupation: Arbitrator/Mediator/Facilitator

First Business Address:

18 Maplewood Court
Greenbelt, MD 20770
Phone: (301) 345-8343
Fax: (301)345-8343

Second Business Address:

16452 NW 21st Street
Pembroke Pines, FL 33028
Phone: (954) 430-4090
Fax: (301) 345-8343

PROFESSIONAL AFFILIATIONS:

Society of Federal Labor and Employment Relations Professionals
Association for Conflict Resolution (charter member)
Maryland Council on Dispute Resolution
International Personnel Management Assn.
American Bar Association
DC Bar Association
Industrial Relations Research Assn.
American Soc. for Public Administration

EDUCATION:

JD Law Wayne State University (editor-in-chief, Wayne Law Journal)
BA Political Science University of Pennsylvania

CERTIFICATIONS:

Law Michigan, District of Columbia, Supreme Court of the United States

ARBITRATION/LABOR RELATIONS EXPERIENCE:

Arbitrator of labor, employment and securities cases as member of panels, independently and as President of the Agency for Dispute Resolution and Synergistic Relations. My prior experience includes: **Neutral:** Director, Public Employment Relations Inst; Asst. Director, National Center for Dispute Settlement (which was part of AAA); Chair ULP Panel, Prince George's County, MD PERB (principal author of Labor Code); Atty. on staff of NLRB Board Member; Exec. Director, Federal Bar Assn.; Atty., US Dept of Labor (Federal Employees Compensation Act, Davis Bacon Act, Landrum Griffin, pensions and welfare); Professorial Lecturer, George Washington Univ. Law School (graduate course on public sector labor law). Also Labor Relations Editor, Journal of Law and Education. **Management:** Asst. Solicitor for Labor Law, US Dept of the Interior; Sr. Labor Counsel, Federal Reserve Board and US Dept of Commerce. **Union:** House Counsel, AFSCME and Asst. Director, Employee-Mgmt Relations, AFGE. I am a fellow of The College of Labor and Employment Lawyers and am listed in Who's Who in America and Who's Who in American Law.

INDUSTRIES:

Aerospace; automotive; banking; communications; construction; education; health care; hotels/motels/casinos/resorts; hospitals/nursing homes; machinery; mining; office workers/clerical; organizations; police and fire; prison guards; restaurants; transportation and utilities.

ISSUES:

Affirmative action; Absenteeism; Arbitrability; Bargaining unit work; Conduct(off-Duty)/Personal; Demotion; Discipline (Non-Discharge); Age Discrimination; Disability Discrimination; Race Discrimination; Sex Discrimination; Religion Discrimination; National Origin Discrimination; Drug/Alcohol Offenses; Fringe Benefits (Holidays); Health/Hospitalization; Hiring Practices; Job Performance; Jurisdictional Disputes; Management Rights; Official Time; Past Practices; Promotion; Retirement; Safety/Health Conditions; Seniority; Sexual Harassment; Subcontracting/Contracting Out; Union Security; Cost-of-living Pay; Holiday Pay; Incentive Pay; Overtime Pay; Vacation Pay; Work hours/schedules/assignments; working conditions/work orders; and violence or threats.

PERMANENT PANELS:

AFGE and Social Security Administration
Chairperson, Greenbelt, MD Employee Relations Board

Library of Congress

ARBITRATION ROSTERS:

Federal Mediation and Conciliation Service
National Mediation Board
DC Public Employment Relations Board

NJ Board of Mediation
NJ Public Employment Relations Commission
National Association of Security Dealers

SIGNIFICANT PUBLICATIONS:

"The Need to Explain the Basis for Action", Labor Relations Bulletin, 1995; Collective Bargaining Chapter, Yearbook of School Law, 1978-82; Trends in Public Sector Labor Relations, (IPMA) 1973; Numerous, Journal of Law and Education, 1972-2001,

FEES:

PER DIEM FEE: \$800 **DOCKETING FEE:** None **CANCELLATION FEE:** 100% of scheduled hearing dates if notice is not provided with seven calendar days of scheduled hearing date. 50% of scheduled hearing dates if notice is not provided within 14 calendar days of scheduled hearing day.

Expenses: Actual costs of reasonable expenses including airfare, parking car rental, food, lodging, telephone, postage, copying, etc. Automobile mileage will not be charged unless the site of the hearing is beyond normal commuting distance.

Travel Time: No charge, unless unusual circumstances apply and they have been discussed with the parties.