

RICHARD R. KASHER, ESQUIRE
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Villanova, Pennsylvania 19085
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2003 – BIOGRAPHY

EXPERIENCE

Labor Arbitrator (1978 to Present)

As a member of the National Academy of Arbitrators, Mr. Kasher serves on the panels of arbitrators that are maintained by the American Arbitration Association, the Federal Mediation and Conciliation Service, the National Mediation Board and the Pennsylvania Bureau of Mediation.

Mr. Kasher serves as permanent arbitrator for approximately twenty (20) employers/industries and unions among others including the following:

- AirTran and Association of Flight Attendants
- American Airlines and Allied Pilots Association
- American Airlines and Transport Workers Union of America
- City of Philadelphia and AFSCME
- Delta Air Lines and Air Line Pilots Association
- Major League Baseball and MLB Players Association
- Midwest Express Airlines and Air Line Pilots Association
- Mesaba Airlines and Airline Pilots Association
- National Football League and NFL Players Association
- Northwest/Republic Pilots Dispute Resolution Committee
- SEPTA and Transport Workers Union of America
- Sun Country Airlines and Air Line Pilots Association
- United Airlines and the Air Line Pilots Association
- United Parcel Service and International Brotherhood of Teamsters

During the past twenty (20) years four Presidents of United States have appointed Mr. Kasher to serve as Chairman or Member on ten (10) Emergency Boards involving disputes that were potentially disruptive to the national transportation system. These disputes involve rail and air carriers and their employees.

Mr. Kasher serves as the sole neutral member of the Health and Welfare Fund established by the nation's railroads and the eleven (11) unions representing approximately one hundred ninety thousand (190,000) employees who are covered by a comprehensive health plan that provides HMO and indemnity coverage options.

Mr. Kasher hears approximately 100 arbitration cases annually, involving both private sector and public sector labor relations matters.

Director of Labor Relations-Conrail (1976-1978)

As the officer responsible for the activation, implementation and day-to-day administration of a \$250 million federally-funded program of employee protection, Mr. Kasher directed a staff of 110 professionals and clericals. He was required to have knowledge of labor relations, personnel, systems development and payroll applications.

Labor Counsel-United States Railway Association (1975)

Mr. Kasher was responsible to the Association's General Counsel for interpreting the first federal legislation which established job security and management rights provisions.

Mr. Kasher participated directly in drafting legislation which resulted in the amendments to the Regional Rail Reorganization Act of 1973, and he drafted legislation concerning matters of funding pensions and employee and management benefits and rights.

Prince George's County Maryland PERB-Member (1974-1976)

Mr. Kasher served as a member of a Board authorized to resolve representation, unfair labor practice and bargaining impasse disputes for all public sector employees (except teachers) in the County. He was responsible for drafting the rules and regulations for the processing of claims.

General Counsel-National Mediation Board (1971-1975)

Mr. Kasher was the first General Counsel of the National Mediation Board, and reported directly to the three (3) members who were appointed by the President of the United States.

As General Counsel, Mr. Kasher was responsible for preparing all agency decisions and regulations, including intra-agency regulations, published in the Federal Register, regarding ethical standards of conduct for the Board's mediators and the ad hoc arbitrators appointed by the Board. Mr. Kasher also served as liaison with the Department of Justice when matters regarding the enforceability of arbitration awards were raised. He also was responsible for developing policies in all substantive and administrative matters.

Staff Associate-Federal Service Impasses Panel (1970-1971)

As Staff Associate for seven (7) arbitrators appointed by the President of the United States, Mr. Kasher was responsible for preparing reports used to resolve negotiation impasses in the Federal sector.

Partner-Private Law Practice (1969-1970)

Mr. Kasher was a partner in a law practice that represented major international unions and that had its primary emphasis in the field of labor-management relations. He appeared before federal courts, arbitration tribunals and federal administrative agencies in matters involving law, regulation, mediation and enforcement.

Mediator/Counsel - National Mediation Board (1965-1969)

Mr. Kasher began his professional career as a mediator in bargaining disputes and as an investigator in matters concerning questions of representation in the railroad and airline industries.

EDUCATION

L.L.M. Labor Law-NYU Graduate School of Law (1964-1965)
L.L.B.(J.D.)-Boston University School of Law (1961-1964)
B.A. Political Science-Queens College (1957-1961)

Admitted to Practice U.S. Court of Appeals-D.C. Circuit