

**Contact** American Arbitration Association  
230 South Broad Street  
12th Floor  
Philadelphia, PA 19102  
telephone: 215-731-2289 facsimile: 215-732-5002

**Labor Panel**  
**Kinard Lang**

**Current Employer-Title** Self-employed - Arbitrator, Mediator

**Occupation** Arbitrator, Mediator

**Experience** Extensive experience as an arbitrator and mediator since 1982. Also an interest arbitrator and fact-finder. Member of the following mediation panels: U.S. Postal Service, U.S. Equal Employment Opportunity Commission (Philadelphia Office), National Association of Securities Dealers, and New Jersey Superior Court. Member of the American Arbitration Association Labor Panel, the National Association of Security Dealers Arbitration Panel, and the Arbitration Panel of the New York City Office of Collective Bargaining.

**Issues** Arbitrability, assignments, discharge, discipline, jurisdiction, discrimination, health, recall, safety, seniority/ability, time and leave.

**Industries** Construction, corrections, education, health care, manufacturing, mining, police, publishing, shipping, transportation (public), trucking.

**Permanent Arbitrator** U.S. Department of Defense Dependent Schools and OFT; National Treasury Employees Union and U.S. Internal Revenue Service; Philadelphia Gas Works and Gas Works Employees' Local 686, SEIU; Lucent Technologies and Local 1522 I.B.E.W.; U.S. Immigration and Naturalization Services and NINSC.

**Work History** Arbitrator and Mediator, Self-employed, 1983-present; Human Resources Manager, Westinghouse Broadcasting Co., 1979-82; Training Specialist, American Arbitration Association, 1977-79; Labor Relations Specialist, New York City Department of Correction, 1973-77; Field Representative, American Federation of State, County and Municipal Employees, New York, 1969-73.

**Education** New York University (BS, Journalism-1971); Pace University (MS-1974).

**Professional Associations** National Academy of Arbitrators; Society of Professionals in Dispute Resolution; Society of Federal Labor Relations Professionals; Industrial Relations Research Association.

**Professional Licenses** Real Estate Salesperson, Pennsylvania, 1983.

**Alternative Dispute Resolution Training** Cornell University School of Industrial and Labor Relations/National Academy of Arbitrators/American Arbitration Association, Arbitration of Statutory Employment Disputes, New York, 5/98; National Mediation Board, Referee Orientation, 11/96; faculty, AAA Arbitration Case Preparation and Presentation, 11/96; AAA L/M Continuing Legal Education, Current Issues and Ethics, Philadelphia, 11/94; Federal Labor Relations Association, Federal Sector Arbitration, 4/94; Pennsylvania Schools Cooperation Committee, ACT 88: The Role of the Neutral, 9/93; Pennsylvania Labor Relations Advisory Service, Dealing with the PHRC and Understanding the EEOC Process, 5/93; AAA Advanced Arbitrator Training, 5/92; AAA Basic Mediation Training, Philadelphia, 1/92; AAA Mediation Skills Training Workshop, 1/92.

**Compensation** \$900.00 Per Day

Cancellation fee: one per-diem due if advance notice is received less than 22 calendar days before scheduled hearing date.

**Citizenship** United States of America

**Locale** Philadelphia, PA