

# HOMER C. La RUE, ESQ.

## DISPUTE RESOLUTION RESUME

**Present Occupation:** Arbitrator, Mediator, and Law Professor      Howard University School of Law since 1995. Teaching law since 1983.

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### **PROFESSIONAL AFFILIATION:**

Member of the JAMS Panel of Neutrals, Washington D.C. Office (for non-labor-management relations matters).

### **CERTIFICATIONS:**

Law      New York, Maryland, and District of Columbia      1974, 1992 and 1994

### **ARBITRATION/LABOR RELATIONS EXPERIENCE:**

- Arbitrated and mediated cases involving such issues as: Absenteeism; Arbitrability; Conduct (Off-Duty)/Personal; Demotion; Discipline; (Non-Discharge); Discipline (Discharge); Discrimination (Age, Disability, Race; Sex; Religion; National Origin); Drug/Alcohol Offenses; Holidays; Insurance; Leave; Vacation; Health/ Hospitalization; Hiring Practices; Job Performance; Jurisdictional Dispute; Layoffs/Bumping/Recall; Management Rights; Official Time; Past Practices; Promotion; Retirement; Safety/Health Conditions; Seniority; Sexual Harassment; Subcontracting/Contracting Out; Tenure/Reappointment; Cost-of-living Pay; Holiday Pay; Incentive Pay; Job Classification
- Diverse industry experience includes: airlines; automotive; beverage; chemicals; clothing; communications; construction; education; electronics; food (manufacturing/ processing/service); government (local and federal); health care; hotels/motels; hospital/nursing home; maritime; nuclear energy; organizations; packaging; petroleum/petrochemicals; pharmaceuticals; plastics; police and fire; postal service; public utilities; transportation (bus and rail), and others.
- Served as a mediator in approximately 1,000 public sector labor negotiations while with the New York State Public Employment Relations Board.
- Conducted settlement conferences under the unfair labor practices provisions of the NYS Public Employment Relations Law.
- Directs the Alternative Dispute Resolution curriculum at Howard University School of Law in Washington, D.C.; founded and supervises the Law School's first ADR Clinic.
- Lectures extensively in mediation, arbitration and other forms of dispute resolution to a variety of business, labor, and bar groups including internationally. He serves as a technical advisor and trainer for the Commercial Law Development Program of the U.S. Dept. of Commerce on an ongoing project designed to assist in the development of a regional ADR system in Central and West Africa for the resolution of commercial disputes.
- As the Director of the New York State School of Industrial and Labor Relations Extension Division in New York City, he oversaw the development of labor-management training programs and developed

programs to assist persons of color in becoming mediators and arbitrators in labor and non-labor disputes.

- Co-creator and designer of a JAMS-supported program to increase the diversity of mediators in the United States, known as ACCESS ADR.

## **SPECIAL HONORS AND MEMBERSHIPS**

- Fellow, College of Labor and Employment Lawyers
- Fellow, College of Commercial Arbitrators
- Member, American Bar Assoc. Section of Dispute Resolution and Member of the Section Council
- Member, National Academy of Arbitrators
- Member, Chartered Institute of Arbitrators, N. A. Branch
- Permanent arbitrator in a number of collective bargaining agreements including airlines and telecommunications
- Past Chair, Maryland State Labor Relations Board

## **BACKGROUND EXPERIENCE**

- Arbitrator / Mediator, Federal Mediation & Conciliation Service and American Arbitration Assoc., 1983-2003
- Professor of Law, Howard University School of Law, since 1995 (teaching law since 1983)
- Associate Professor and Metropolitan Director, The Extension Division of the Cornell School of Industrial and Labor Relations, 1981-1983
- Regional Director-NYC, New York State Public Employment Relations Board, 1979-1981
- Assistant United States Attorney, Eastern District of NY (Civil Division of U.S. Attorney's Office), 1978-1979
- Assistant General Counsel, AFSCME, District Council 37 (NYC), 1975-1978

## **EDUCATION**

- M.I.L.R., Cornell University, School of Industrial and Labor Relations, 1975
- J.D., Cornell University School of Law, 1974
- B.A., Purdue University, 1970

## **PERMANENT PANELS:**

Bell South Telecommunications / CWA, District 3	SAMHSA / NTEU
Cingular Wireless/CWA, District 3	US Airways, Inc. / CWA
International Steel Group, Inc. / USWA	

## **LABOR ARBITRATION & MEDIATION ROSTERS:**

Federal Mediation & Conciliation Service	Mediator, Jurisdictional Disputes under AFL-CIO Con.
National Mediation Board	American Arbitration Association
Office of Collective Bargaining, NYC	