

Harry G. Mason, Esq.

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Occupation:

Arbitrator

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Professional Affiliations:

Georgia Bar Association
Employment Section
ADR Section

Education:

LLM Georgetown University
JD University of Georgia
BA Georgia Southern College

Certifications:

Law Georgia
Arbitrator AAA, FMCS, NMB, FINRA, Georgia Courts
Mediator Georgia Courts

Experience:

Over 35 years of arbitration experience and 25 years of mediation experience as a labor and employment attorney. Attended formal arbitrator training courses conducted by the American Arbitration Association, the Federal Mediation and Conciliation Service, and the National Association of Securities Dealers. Since January 2004, has devoted all work efforts as an arbitrator. Has served as a labor arbitrator with the Federal Mediation and Conciliation Service since 2004, participating in approximately 50 disputes. Arbitrator for the National Mediation Board. Since 2003, has been the only arbitrator and mediator hearing employment cases between Gwinnett County and its approximately 5,000 employees. Appointed as a hearing official for DeKalb County, Georgia in 2000 to hear workplace disputes between DeKalb County and its employees. Also serves as a hearing official for Fulton County to hear workplace disputes between Fulton County and its employees. Has decided several labor contract interpretation cases, some of which involved the interpretation of national collective bargaining agreements. The majority of the labor arbitration cases decided included discipline and discharge cases. Has decided several private sector arbitration cases where allegations of discrimination were raised. Experience includes race, sex, age,

national origin, and hostile work environment bases of discrimination.

Served on three-person arbitration panels and as the sole arbitrator in many National Association of Securities Dealers and New York Stock Exchange arbitration cases. Currently serves on arbitration panels for the Financial Industry Regulatory Authority, the successor to both the National Association of Securities Dealers and the New York Stock Exchange regulatory bodies. Has been selected as an arbitrator approximately 45 times, and selected as the chairperson in approximately 35 of those cases. Has decided financial cases (Broker Firm vs. Broker Firm, Broker Firm vs. Associated Person, Client vs. Broker Firm) involving many millions of dollars in dispute. Issues have included the interpretation of employment contracts and claims of unlawful discrimination.

Background as a government labor and employment attorney allowed the opportunity to look at cases free from bias and prejudice. Successfully managed people and processes for 30 years. As the Area Counsel of the U.S. Department of the Treasury, served as the lead attorney for all EEO legal matters arising in a 14 state area. There were approximately twenty thousand bargaining unit employees in the area. Hired, trained and supervised many labor and employment law attorneys in hundreds of arbitration, FLRA, MSPB and EEOC cases, and handled own docket of cases. In addition to the EEOC cases, many of the arbitration and MSPB cases also had EEO issues. Was involved in the negotiation of several national and local labor agreements, and routinely had to interpret collective bargaining agreements.

Served as lead instructor for the Administrative Law Institute in several weeklong labor/employee relations classes. Has been an instructor for a number of labor/employee relations classes sponsored by the American Arbitration Association.

Had the responsibility as the lead legal advisor on many commercial and construction government contracts to make sure the contracts were properly drawn. Had to interpret commercial and construction contracts when disputes would arise with contractors.

Industries:

Office Workers/Clerical, Police and Fire, Prison Guard; Building Products, Construction, Real Estate, Warehousing, Securities, Trucking and Storage, Utilities, Federal Government, County Government, Teachers and Education Workers

Arbitration Rosters:

American Arbitration Association
Federal Mediation and Conciliation Service
National Mediation Board
Financial Industry Regulatory Authority

Permanent Panels:

NTEU and DHS (Customs and Border Protection for South Florida)
AFGE and Social Security Administration (Panel 7 - NC, SC and North GA)
Gwinnett County Merit Board

Issues:

Absenteeism, Arbitrability, Bargaining Unit Work, Discipline, Termination, Drug and Alcohol, Awards, Hiring Practices, Job Posting/Bidding, Jurisdictional Disputes, Holiday Pay, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Promotions, Safety/Health Conditions, Seniority, Job Classification and Rates, Overtime Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats, EEO Discrimination, Affirmative Action, Reasonable Accommodation, Grievance Mediation, Tenure/Reappointment, Retirement.

Fees: **Per Diem:** \$999 **Cancellation:** \$999* **Docketing:** \$0

Charge \$999 per diem for a hearing day. A hearing day is any portion of a day up to eight (8) hours. The per diem rate is prorated for time actually spent for all activities associated with a case, other than the non-prorated hearing day(s) charge. The per diem rate is prorated for travel time associated with travel to and from a hearing location. Actual cost of airfare, car rental, food, lodging etc. is charged. Auto mileage is charged at the applicable IRS rate. All travel expenses and travel time are charged from office located closest to the hearing site.

* If the scheduled hearing is postponed or cancelled with less than 15 calendar days notice, the \$999 per diem is charged as a cancellation fee, plus any non-refundable travel expenses actually incurred.