

PATRICK M. SCANLON

Email: pm_scanlon@msn.com

Present Occupation: Attorney and Arbitrator

Business Address:

1707 22nd Court North
Arlington, VA 22209
Phone: (202) 213-5030

PROFESSIONAL AFFILIATIONS:

College of Labor and Employment Lawyers
American Bar Association: Former Council Member of Labor and Employment
Section; Co-Chair EEO Committee; Co-Chair International Labor Law
Committee; Council liaison to Railway and Airline Labor Law Committee
Florida Bar Georgia Bar District of Columbia Bar
Martindale-Hubbell: AV rating since 1978

EDUCATION

Stetson College of Law JD 1968
University of Florida BA

ARBITRATION/LABOR RELATIONS EXPERIENCE:

2008-Present: Attorney and Arbitrator. Labor and employment cases. Panel
Arbitrator for AT&T and CWA- District 3; National Mediation Board Panel of
Arbitrators (**2009**)

1988-2005: General Counsel to Communications Workers of America;
responsible for CWA's \$7,000,000 annual legal budget and supervised all
aspects of union's arbitration (over 200 cases tried annually), federal agency,
and litigation activities both as a labor organization and as an employer of over
500 represented and non-represented employees; advised president and other
national officers on wide range of legal and policy issues.

1981-1988: Managing partner of Adair, Scanlon & McHugh in Washington, DC

1968-1980: Practiced labor and employment law with Adair, Goldthwaite,
Stanford and Daniel in Atlanta, GA, handling arbitration and litigation cases (Title
VII, LMRDA, LMRA) primarily in 9 southeastern states, but Washington, DC and
California as well

INDUSTRIES:

Telecommunications; bakery; manufacturing (glass; home products; aircraft; auto
parts; meatpacking); paper mill; broadcasting; printing; newspaper; airline;
railroad; public transportation; utilities; building trades; office workers/clerical

ISSUES:

Arbitrability; discipline (discharge and non-discharge); discrimination (statutory and contractual); layoffs/bumping/recall; subcontracting; seniority; pay practices; past practice; management rights; job performance; job posting/bidding; vacation; pensions; fringe benefits

FEES:**PER DIEM FEES:**

Labor Arbitration: \$1000 for each day of day of hearing, and for research and preparation of award. A hearing day is any portion of a day up to eight hours. Time for research and preparation of award is prorated as is time spent on pre-hearing and post-hearing conferences.

Employment Arbitration: \$2000: Same fee application as labor arbitration cases.

Cancellation policy: A per diem fee will be charged for each scheduled day of hearing postponed or canceled with notice of less than two weeks notice.

Travel time: A per diem fee will be charged for each ordinary and necessary travel day.

EXPENSES:

Actual cost of ordinary and necessary expenses, including airfare, car rental, meals, and lodging will be charged to the parties. The IRS rate will be used for use of personal auto. Parties will be billed for actual expenses in connection with clerical assistance, copying, and postage.