

ELLIOT H. SHALLER, ESQ.
Arbitrator and Mediator

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Labor, Employment and Alternative Dispute Resolution Experience

More than twenty-five years of experience (1979-April 2005) as a labor and employment attorney in private practice, representing private and public employers. Primarily represented employers in these matters, but has also represented an international labor union and individuals. Has served as lead counsel in more than 200 cases in a variety of forums, including, federal and state courts and administrative agencies, and in arbitrations and mediations. Has also represented clients in collective bargaining and advised clients on the full gamut of labor, employment and personnel subjects, including those arising under: the National Labor Relations Act, the Railway Labor Act, Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Americans with Disabilities Act, the Fair Labor Standards Act, the Equal Pay Act, the Family and Medical Leave Act, the Employee Retirement Income and Security Act, the Worker Adjustment Retraining and Notification Act, state labor and employment statutes, employment contracts, wrongful discharge, and non-compete agreements.

For the past nine years (1996-April 30, 2005), has led the labor and employment law practice for the Washington, D.C. office of Krukowski & Costello, S.C. Has also held the following positions: Shareholder, Littler Mendelson (1995-1996); Partner, Dow Lohnes & Albertson (1989-1995); Associate, Dow Lohnes & Albertson (1983-1989); Senior Attorney, Trans World Airlines, Inc. (1981-1983); Associate, Vedder Price, Kaufman and Kammholz (1979-1981); Court Law Clerk, U.S. Court of Appeals for the District of Columbia Circuit (1979); University Fellow and Lecturer in Law, George Washington University Law School (1977-1978).

Professional Associations

- Arbitrator Panel Member, Federal Mediation and Conciliation Service.
- Arbitrator Panel Member, National Association of Securities Dealers.
- Mediator, U. S. District Court for the District of Columbia.
- Mediator, Superior Court for the District of Columbia.
- American Bar Association – Labor and Employment Law Section and Member of the ABA Subcommittee on Alternative Dispute Resolution.
- Member of the Bars of the State of Maryland and the District of Columbia.

- Labor and Employment Relations Research Association.
- Society of Federal Labor and Employee Relations Professionals.

Education

L.L. M. in Labor Law, George Washington University Law School (1979);

J.D. (with honors), George Washington University Law School (1977);

B.S. in Psychology (Magna Cum Laude), City University of New York (1974)

Teaching and Training

Has served as a University Fellow and Lecturer in Law at the George Washington University Law School. Has also been a faculty member in numerous educational programs and training on labor and employment law topics and on alternative dispute resolution. Examples include: *Department of Labor's Final "White Collar" Regulations* (District of Columbia Hospital Association and the Health Care Council for the Washington Metropolitan Area); *Advanced Employment Issues Symposium*, M. Lee Smith Publishers (multiple times and locations); *Employee Investigations*, Montgomery County Society of Human Resources Administrators; *Collective Bargaining: Krukowski & Costello* (2001); *Physician Unionization*, Healthcare Council for the National Capitol Area); *Violence in the Workplace*, District of Columbia Hospital Association; *Alternative Dispute Resolution: Preparing the Workplace for the Twenty-First Century*, National Capital Area Healthcare Human Resources Institute; *The Americans with Disabilities Act*, Association of Records Managers and Administrators, Inc.; *Legal Considerations of Student Employment*, National Association of Student Employment Administrators; *Americans with Disabilities Act*, Arthritis Foundation); *Affirmative Action in Awarding Financial Aid*, National Association of Student Financial Aid Administrators.

Publications (partial list)

From 2000-2004 served as the Editor of *The Washington, D.C. Employment Law Letter*, a monthly newsletter on employment and labor law developments published by M. Lee Smith Publishers, LLC. In addition, has authored numerous publications on labor and employment law. Examples include: *Federal Disability Law & Distance Learning*, Instructional Telecommunications Council (1994); *The Family and Medical Leave Act - Key Provisions and Potential Problems*, 19 *Employee Relations Law Journal* 5 (Summer 1993); *A Guide to the EEOC's Final Regulations on the Americans with Disabilities Act*, 17 *Employee Relations Law Journal* (Winter 1991-92); *"Reasonable Accommodation" Under the Americans with Disabilities Act -- What Does it Mean?* 16 *Employee Relations Law Journal* 431 (Spring 1991-92); *The Availability of Punitive Damages in Breach of Contract Actions Under Section 301 of the Labor Management Relations Act*, 50 *George Washington University Law Review* 219 (1982); *The Constitutionality of a Federal Collective Bargaining Statute of State and Local Employees*, 8 *Capital University Law Review* 59, reprinted in 29 *Labor Law Journal* 594 (1978)