

Curriculum Vitae of

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NATIONAL MEDIATION BOARD

Current Employer-Title City College of City University of New York - Professor

Profession: Arbitrator, Mediator, Attorney, Professor

Work History Professor of Public Administration/Vice Provost/Dean, City College of City University of New York, 1974-present;; Arbitrator/Mediator/Fact-finder, Self-employed, 1974-present; President/Chief Executive Officer, Institute for Mediation & Conflict Resolution, 1991-92; Deputy Chief Counsel, Joint Commission for Integrity in the Public Schools, 1989-90; Administrative Law Judge, New York City Transit Authority, 1988-90; Executive Director, Governor's Advisory Commission, 1986-88; Vice Chair, Personnel Appeals Board, U. S. General Accounting Office, 1981-84; Principal, Intermediate School, New York City Board of Education, 1971-74; Executive Assistant to President, Institute for Educational Development, 1969-71; Teacher/Guidance Counselor, NYC Bd. Of Educ., 1967-71; Machinist, Lincoln Machine Tool Parts, 1965-67.

Experience Teaches courses in labor law, collective bargaining, arbitration, and public finance. As Presiding Member of the Office of Senate Fair Employment Practices since 1993, conducted employment discrimination hearings, adjudicated discovery motions and evidentiary issues, and rendered decisions involving U.S. Senators and their employees under Title VII of the Civil Rights Act of 1991. Handled cases involving Title III coverage of GERA, incorporating Title VII, ADA, ADEA, FLSA, OSHA, and FMLA. As Vice Chair of GAO/PAB, interpreted EEO statutes under the Civil Reform Act, which also encompassed FLRA, MSPB, ADEA, and ADA. Applied aforementioned statutes, Title VII, and case law to employment, discrimination, and other prohibited personnel practices. Involved in EEO Oversight Review of Personnel for GAO, which was submitted to Congress. As President/CEO and Member of the Board of Directors of the Institute for Mediation and Conflict Resolution, provided arbitration/mediation service to New York State courts, wrote grants, supervised staff of neutrals, and interfaced with various private and public agencies. Member of Select AAA Human Rights Panel of Arbitrators assembled to hear cases involving discrimination in housing, health care (HIV/AIDS), and public accommodations. As Hearing Officer under New York Civil Service Law, wrote precedent setting decision involving sexual harassment. As a PERB mediator, averted

strikes in several New York State municipalities and school districts, as well as MTA, OTB, et al. Mediated over 50 employment discrimination in court-ordered ADR.

Rosters and Industries Arbitrated Over 25 years experience as arbitrator, mediator, and fact-finder. Arbitrator for AAA, PERB, PERC, FMCS, NASD, OCB, Pennsylvania Bureau of Mediation, Virgin Islands PERB, and numerous others. Issues arbitrated involve arbitrability, contract interpretation, discipline/discharge, discrimination, involuntary transfers, job classification, layoffs, management rights, past practice, productivity, promotion, seniority, sexual harassment, subcontracting, substance abuse, and benefits. Public sector experience includes interest arbitration in police and fire cases and disputes in education, corrections, health care, transportation, and municipal/county government. Permanent panelist for New York State in disputes with Council 82, UUP, NYSCOPBA, CASE, and PEF and for grievances between New York City Board of Education and CSA, DC 37, Teamsters Local 237, and others; umpire for Council of Administrators and Supervisors. In federal sector, permanent arbitrator for U. S. Dept. of Education and AFGE, National Archives and AFGE, U.S. Customs and NTEU, and FAA (AVN) PASS: permanent arbitrator for USPS, APWU, NALC, and NPMHU. Member, MEPPAA liability panel. In private sector, arbitrated cases for parties involved in various industries including airline, automotive, communications, health care, manufacturing, petro-chemical, pharmaceutical, retail, securities, shipping, steel, textile, and transportation. Panels include NASD Board of Arbitrators, District 1199 and Voluntary League of Hospitals; Verizon and CWA; American, Continental, and National Can Corps, and United Steelworkers; Local 54 and Casino Group, etc. Referee for National Railroad Adjustment Board and Public Law Boards.

Alternative Dispute Resolution Teaching and Training Instructor, St. John's University School of Law; Instructor, AAA Advanced Arbitration and Preparation/ Seminars Cornell University School of Industrial and Labor Relations/National Academy of Arbitrators/AAA, 1992 to present; Arbitration of Statutory Employment Disputes (Intensive Training Program), New York, 5/98; AAA Employment Arbitrator Training, Phoenix, 1/98; Harvard University, Harvard Negotiation Project, 1996; AAA Employment Orientation Seminar, 5/96; faculty, various training sponsored by AAA, ICLE, New Jersey Bar Association; Instructor for George Meany Labor Center, and Cornell NYSSILR since 1990; conducted mediator certification training for IMCR and other ADR organizations; Instructor in labor relations for management and union groups such as: AMA, IAM and AFT.

Professional Licenses Admitted to the Bar: New York, 1978; New Jersey, 1991; District of Columbia, 1992.

Professional Associations National Academy of Arbitrators (Law and Legislation Committee, Chair); New York State Bar Association (Executive Committee; Law School Liaison Committee, Chair); New Jersey State Bar Association (Labor and Employment

Section, Executive Committee); Association of the Bar of the City of New York (Arbitration Committee); District of Columbia Bar Association; Sidney Reitman American Inns of Court (Bencher); Industrial Relations Research Association (President of New York City and New Jersey Chapters, National Chapter Advisory Board, IRRA; Labor Reform/Labor Economics, 46th and 47th Annual Conferences, Past Program Chair. Society of Federal Labor Relations Professionals; Society of Professionals in Dispute Resolution.

Education City College of the City University of New York (BS-1962; MA-1964); Columbia University (PhD-1972; MBA, Labor Relations/Economics-1977); Fordham University (JD-1978).

Publications and Speaking Engagements Presented paper on “Arbitration and Employment Agreements After *Martindale v. Sandvik*,” New Jersey Institute for Continuing Legal Education (ICLE), Fall 2002; Speaker, “Constitutional Issues in Public Sector Labor Relations,” New York Bar Association, Fall 2001; speaker, 21st Annual Conference on Public Sector Labor Relations Law, PERC, “Grievance Arbitration: What Parties and Arbitrators Really Want from Each Other,” (April 2001); speaker, “Ask the Mediators: An Interactive Session in which Mediators Address Queries from Advocates,” Labor and Employment Section, New York State Bar Association, 2000; co-author, “Arbitration of Sexual Harassment,” chapter, LABOR AND EMPLOYMENT ARBITRATION, Matthew Bender, 2000; speaker, “The Arbitration of Faculty Disputes: ADA, ADEA and FMLA,” National Center for the Study of Collective Bargaining, April 1999; speaker, “Mediating and Arbitrating Sexual Harassment Cases,” ICLE, 1999; “First Amendment Constitutional Rights of Employee vis-à-vis Contractual Right of State to Discipline Off-Duty Conduct,” NEW YORK LAW JOURNAL, June 1997; speaker, “The Future of Employment Alternative Dispute Resolution,” N. J. ICLE, 1996; speaker, “Mock Arbitration Roundtable,” New York State Bar Association, 1994; “Arbitration, Negotiation Impasses & Representation,” FEDERAL CIVIL SERVICE LAW AND PROCEDURE, BNA, 1990; “Finality of Arbitration Awards,” ARBITRATION FORUM, AAA, 1989; various other articles on labor relations, finance, organizational behavior, and legal issues.