

PATRICK R. WESTERKAMP, ESQ.
Westerkamp ADR Services, LLC
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Current Services: Since 2005 practice is restricted to serving as a neutral in all areas of employment and labor dispute resolution

Career Experience:

Tribunal Clerk, New York Office, American Arbitration Association (1967--68)

Prepared lists of proposed commercial arbitrators, assisted with scheduling hearings, prepared confirming correspondence, and attended hearings as a clerk assisting with ministerial tasks

Tribunal Supervisor, New York Office, American Arbitration Association (1968)

Supervised the administration of arbitrations for the General Arbitration Council of the Textile Industry

Assistant Regional Director, Chicago Office, American Arbitration Association (1968--1971)

Ran two operating departments of the AAA's Chicago Office, which served six Midwestern states. Duties included planning and implementation of education and training programs pertaining to grievance resolution, and insurance claims. Also, planned and administered union officer elections, and public sector unit certification elections.

New Jersey Regional Manager/Director, American Arbitration Association (1971--78)

Opened and managed AAA's New Jersey Regional Office. Responsible for a staff of 15 persons who administer labor, insurance claims, and commercial arbitrations, as well as overseeing elections for labor organizations. Chaired AAA's Long Range Planning Committee. Conducted dispute settlement training programs.

Arbitrator/Mediator (1978--1982)

Labor Arbitration & Mediation

Arbitrated contract interpretation, discipline, and discharge grievances in the private sector including pharmaceutical, health care, chemical, transportation, and machine tool industries. Served as a mediator of public

sector labor disputes for the New Jersey Public Employment Relations Commission.

Commercial Arbitration

Arbitrated a range of commercial disputes including disputes involving: purchase agreements; franchises; construction; home owners' warranties; real estate; employment contracts; equipment leasing; and brokerage.

Epstein, Becker & Green, Associate (1983--1988)

Assigned to the firm's New York City and New Jersey Offices representing corporations with respect to fair employment practices, employment torts, wage & hour issues, and NLRB charges. Although precluded as a management advocate from arbitrating labor case, I served as an arbitrator of business disputes.

PSE&G, Associate Labor/Employment Attorney (1988-2005)

Represented utility in employment and labor relations litigation including presenting contract interpretation, discharge, and discipline cases to labor arbitrators. Presented more than 100 grievance arbitrations, and counseled corporate representatives on the LMRA's application to collective bargaining.

Adjunct Professor

At Seton Hall School of Law (1988--1994), taught dispute resolution including negotiations, mediation, and arbitration. In prior years, taught collective bargaining on the adjunct faculties of Rutgers University, Fairleigh Dickinson University, and Seton Hall University.

Education:

B.A. Hofstra University

Bachelor's degree in Psychology

M. S. Loyola University

Master's degree in Industrial Relations

J. D. Seton Hall Law School

ADR Panel Memberships:

American Arbitration Association—Labor Panel (NY, NJ, & Philadelphia)

EEOC (Newark & Philadelphia)

Federal Mediation and Conciliation Service

National Mediation Board

NASD Arbitration Panel

New Jersey State Board of Mediation

New Jersey Public Employment Relations Commission

NY/NJ Port Authority Employee Relations Panel

R. 1:40 Mediator (NJ Superior Court)

R. 1:40 Arbitrator (NJ Superior Court, Monmouth Vicinage)

Publications:

“The Acceptability of Inexperienced Arbitrators: An Experiment,” with Allen K. Miller, Labor Law Journal (December 1971)

“Obscure Lines: The New Jersey Courts’ Response to Public Sector Bargaining,” The Arbitration Journal (June 1980)

“Employment-at-Will: The New Legal Definition of Just Cause,” Proceedings of the Thirty-Fifth Annual Meeting of the Industrial Relations Research Association (December 1982)

Respirator Fit Standards, with Ronald M. Mack, M. D., Journal of Occupational & Environmental Medicine, 41(8): 715-738, (August 1999).

Mediation Advocacy for the Employment Law Practitioner, New Jersey Labor and Employment Law Quarterly, Vol. 29, No. 1 (2006)

Other:

Eagle Scout (1957)

American Legion Citizenship Award (1958)

Member of Federal Trade Commission’s Chicago Area Advisory Board (1971-72)

Pro bono mediator, Equal Employment Opportunity Commission--Philadelphia Regional Office

Member, New Jersey State Bar Association, Labor & Employment, and Dispute Resolutions Sections

Member, Association for Conflict Resolution

Member, New Jersey Association of Professional Mediators

Past President, NYC Chapter, Industrial Relations Research Association

Member, New Jersey Chapter, Labor and Employment Relations Association