

Herbert Fishgold, P.C.

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Herbert Fishgold is a Washington, D.C.-based arbitrator specializing in labor-management contract disputes. He currently serves on permanent panels in the airline and broadcast industries, as well as in the public sector. Mr. Fishgold is also Chairman of the Unfair Labor Practice panel of the Prince George's County Public Employee Review Board. In addition to being on the American Arbitration Association and Federal Mediation and Conciliation Service and National Mediation Board panels of Arbitrators, Mr. Fishgold has been a member of the National Academy of Arbitrators since 1983. Mr. Fishgold also served as Associate Umpire under all labor agreements between Bethlehem Steel Corporation and the United Steelworkers of America from 1977-1982, and as Permanent Umpire for Inland Steel and the Steelworkers from 1987-1988.

Mr. Fishgold currently serves as a System Board panel arbitrator in contracts between ALPA-UAL, ALPA-TWA, AFA-UAL, IFFA-TWA, and ALPA-Midway Airlines, as well as contract arbitrator for NABET-NBC and NABET-Capital Cities/ABC, and MEBA and various shipping companies.

Mr. Fishgold was General Counsel of the FMCS from September, 1973 until June, 1977. In addition to serving as chief legal officer of the Service in all matters of labor relations and collective bargaining, he was also FMCS liaison for Congressional and legislative affairs. He also served as a mediator, assisting the National Director and Regional Directors in the mediation of both national and local disputes. Mr. Fishgold participated in FMCS-sponsored programs and seminars involving Labor-Management Committees.

Since becoming a third-party neutral in July, 1977, Mr. Fishgold has served as an arbitrator and/or fact-finder in over 1500 disputes. He has been appointed by FMCS to serve on several fact-finding Boards of Inquiry in interest disputes in the health care industry; has been selected by labor and management in the public sector to serve as a mediator or fact-finder in collective bargaining interest disputes; and has served on a Presidential Emergency Board, pursuant to the Railway Labor Act, involving a Commuter railroad dispute. From 1979-1981, Mr. Fishgold served as a consultant and hearing officer for the U.S. Department of Labor in disputes arising under the Urban Mass Transit Act provisions for labor protection agreements involving the dislocation of jobs.

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Mr. Fishgold has also planned and conducted seminars ranging from one day to one week on contract administration from the points of view of first line supervisors and shop stewards, and other management and Union representatives and officials. Topics covered include the purpose and use of a grievance procedure; dealing with problems such as tardiness and absenteeism; insubordination; counseling and interviewing of employees; discipline and discharge, and defining responsibilities and roles of Union and management representatives in contract administration. Where appropriate, mock simulations of grievances and arbitration proceedings were undertaken through role-playing and video-tape facilities.

Mr. Fishgold began his legal career in labor relations in October, 1967, as an attorney in the Appellate Court Branch Office of the General Counsel, National Labor Relations Board. He was responsible for preparing and conducting litigation in the United States Courts of Appeals involving the enforcement or review of Board Orders. From November, 1971, until being appointed General Counsel of FMCS, Mr. Fishgold served as Counsel for Labor Relations in the Office of the Solicitor, United States Department of Labor. In that capacity, he served primarily as legal counsel to the Assistant Secretary for Labor-Management Relations in the operation of Executive Order 11491, Federal Labor-Management Relations program.

Mr. Fishgold graduated magna cum laude with a degree in economics from the College of the City of New York, where he was a Phi Beta Kappa. He received his law degree from Yale University, specializing in labor law. Following law school, Mr. Fishgold was the recipient of a Fulbright Scholarship, attending Sydney University Law School in Australia, where he received the Master of Laws degree with top honors. Mr. Fishgold was the recipient of the University Medal for best thesis for his study of comparative labor laws and procedures affecting collective bargaining and dispute resolution.

Mr. Fishgold is a member of the District of Columbia, Federal, and American Bar Associations; past Chairman of the Washington Area Chapter of the Society for Professionals in Dispute Resolution, and has served on the adjunct faculty of Washington School of Law, American University, teaching courses in labor arbitration.

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