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## **WORK EXPERIENCE**

### **2005 – Present: Arbitrator and Mediator**

- Served as neutral arbitrator in about 150 cases, presiding over hearings and issuing final decisions on the full gamut of labor and employment issues in the public and private sectors, including: discrimination, discharge, removal, suspension, prohibited personnel practices, and interpretation of collective bargaining agreements.
- Served as mediator in about 60 labor and employment cases, including cases pending before the U.S. District Court for the District of Columbia, the Equal Employment Opportunity Commission, the Nuclear Regulatory Commission, and the Office of Compliance of the U.S. Congress.
- Appointed for five consecutive terms by two U.S. Secretaries of State to the Foreign Service Grievance Board (FSGB), in which capacity I chair three member panels that consider and issue decisions on grievances filed by Foreign Service employees and the American Foreign Service Association. For the last three terms I have also served as the Deputy Chairman of the FSGB, responsible for reviewing and clearing decisions drafted by other panels of the Board. Decisions of the Board involve a wide variety of issues including breach of regulations, discipline and discharge, interpretation of collective bargaining agreements and discrimination.
- Member of the National Academy of Arbitrators and of multiple public and private labor, employment and employee benefits arbitrator rosters, including, the American Arbitration Association, the Federal Mediation and Conciliation Service, the International Center for Conflict Resolution and Prevention, and several state public employee relations boards.
- Member of a variety of permanent federal, state, and private arbitration panels, including: The Federal Deposit Insurance Corporation and National Treasury Employees Union (“NTEU”); Office of the Comptroller of the Currency and NTEU; New York City Department of Education and the United Federation of Teachers; and

the Washington Metropolitan Area Transit Authority (WMATA) and the Amalgamated Transit Union.

- Served as presenter of multiple programs on various aspects of labor and employment arbitration. Examples of recent programs and papers include: *Ask the Arbitrators*, Labor Employment Relations Association, February 2016; *How to Succeed in Arbitration*, Society of Federal Labor and Employee Relations Professional (“SFLERP”), May 2013; *Maximizing Efficiency & Economy in Arbitration*, November 2011; *Remedies in Labor Arbitration*, April 2012; *Remedies in Federal Sector Arbitration*, SFLERP; *Mediation*, International Law Institute, 2013.

**2007 – 2010: Adjunct Professor of Law, The George Washington University Law School**

Taught course on mediation to upper level law students.

**1979 – 2007: Employment and Labor Attorney – Private Law Firms**

Served as an Associate Attorney and later as Partner for several major law firms, primarily Dow Lohnes (1983-1994) and Krukowski & Costello (1995-2005), and also for Littler (1995) and Vedder Price (1983-1984). I represented clients in all aspects of labor, employment and employee benefits matters, both in litigation and in alternative dispute resolution, including mediation and arbitration.

**1978 – 1979: US Court of Appeals for the District of Columbia Circuit – Law Clerk**

Served in pool of law clerks responsible for briefing judges on motions and drafting decisions.

**1977 – 1978: Teaching Fellow, The George Washington University Law School**

Taught first year law school research and writing class as part of a fellowship program, while also earning credits towards an L.L. M. in Labor Law Degree.

**EDUCATION**

- L.L.M in Labor Law, The George Washington University Law School, January, 1979
- J.D., The George Washington University Law School, May 1977
- B.S., Brooklyn College of the City University of New York, 1974.

**PUBLICATIONS:**

Examples of my publications in the area of arbitration, mediation, and labor and employment law include the following:

- *Remedies in Federal Sector Arbitration*, Society of Federal Labor and Employee Relations Professionals' Annual Symposium (2007).
- *Employment Arbitration* (2006), M. Lee Smith Publishers.
- Editor, *The Washington, D.C. Employment Law Letter*, M. Lee Smith Publisher (2001-2005).
- *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 (1993).
- *A Guide to the EEOC's Final Regulations on the Americans with Disabilities Act*, 17 *Employee Relations Law Journal* (1992).
- *"Reasonable Accommodation" Under the Americans with Disabilities Act --What Does it Mean?* 16 *Employee Relations Law Journal* 431 (1992).
- *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 for State and Local Employees*, 29 *Labor Law Journal* 594 (1978).