

# **JAMES R. COLLINS, ESQ.**

## **ARBITRATOR**

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### **Employment and Legal Experience**

2001-present: Arbitrator/Mediator/Neutral, Brookline, MA

Arbitrate and mediate labor, employment, commercial and securities disputes.

1995-2003: International Business Consultant and Immigration Lawyer, Boston, MA

1987-1995: Director, Employee Relations, and Employment Counsel, Deaconess Hospital, Boston, MA  
Responsible for employee relations, EEO, and other fair employment policies and programs.

1979-1987: Trial Attorney, Federal Labor Relations Authority, Boston, MA

Investigated, mediated, and prosecuted unfair labor practice complaints, including unlawful discrimination charges, involving federal agencies and labor unions in New England, New York, Puerto Rico and Europe. Conducted administrative hearings and representation elections.

1978-1979: Office of Massachusetts Labor Relations Commission, Boston, MA

Conducted administrative hearings and drafted decisions concerning prohibited labor practices.

### **Labor and Employment Background**

Have more than twenty-five years of experience in the workplaces of both public and private sectors, as a third-party neutral and labor and employment lawyer. Through this experience, developed expertise in the collective bargaining process, contract interpretation, labor law and regulations applicable to public and private sectors, employment discrimination law, and discharge and discipline issues; and, expertise in addressing the issues that arise in a variety of workplaces (including industry, hospitals, schools, and correctional facilities) and among different occupations (including teachers, nurses, police officers, maintenance workers, guards, and engineers). Spent eight years directing employee relations for a hospital, gaining specialized knowledge of a broad range of employee relations and benefit issues.

### **Education**

AB, Harvard College

JD, Boston College Law School

### **Arbitration/Mediation Training**

- Federal Labor Relations Authority, "New Federal Sector Labor Arbitration Regulations and Procedures," 16 hours (2010)
- FMCS Institute, "Labor Arbitrator," 40 hours (2004)
- Alliance for Education in Dispute Resolution, "Employment Arbitrator," 40 hours (2002)
- Alliance for Education in Dispute Resolution, "Employment Law Mediator," 40 hours (2001)

### **Arbitration/Mediation Panels and Rosters**

American Arbitration Association – Labor Arbitrator Panel

Federal Mediation and Conciliation Service – Roster of Arbitrators

State of Connecticut – Labor Arbitrator/Mediator Roster

State of Connecticut – Social Services (P-2) Arbitrator Panel

State of Connecticut – Corrections (NP-4) Arbitrator Panel

Commonwealth of Massachusetts – Labor Arbitrator Roster

US Postal Service and National Association of Letter Carriers – Regular Arbitrator Panel

Labor Relations Connection – Labor Arbitrator Roster

FINRA Dispute Resolution – Arbitrator/Mediator Roster