

GEORGE NICOLAU, ESQ.  
240 East 39<sup>th</sup> Street-Ste. 34G  
New York, NY 10016-7209  
Tel. (212) 777-5032; Fax. (212) 777-7397  
E-Mail: [GNicolau@aol.com](mailto:GNicolau@aol.com)

Clonmeen Lodge  
Banteer, Co. Cork, Ireland  
Tel. 029 56952; Fax 56953  
E-Mail [GNicolau@aol.com](mailto:GNicolau@aol.com)

DATE OF BIRTH: 2/14/25

EDUCATION: University of Michigan (B.A. Political Science, 1948),  
Columbia University School of Law (J.D. 1951)

OCCUPATION: Full-time arbitrator, mediator and attorney

UMPIRESHIPS: Industry Chairman, League of Voluntary Hospitals/1199  
National Health & Human Services Employees Union (1993--); International  
Ice Hockey Federation/National Hockey League (2000--); National  
Basketball Association Agency Regulations (1986--); Impartial Member,  
New York City Office of Collective Bargaining (1987- ); New York City  
Transit Authority & Transit Supervisors Organization, TWU (1995--);  
Mediation Chairman, Dispute Resolution Protocol, American Airlines/Allied  
Pilots Association (1999--).

Chairman, Major League Baseball/Major League Baseball Players Ass'n.  
(1986-1995); National Hockey League/NHL Players Ass'n. (1993-1996);  
National Basketball Association & NBA Players Ass'n. (1979-1981); Major  
Indoor Soccer League & MISL Players Ass'n. (1980- ); NBC & NABET,  
(Washington 1976-87, New York & Chicago 1980-1987); ABC & NABET  
(New York, Washington & Chicago 1980-1987); Tanker Service Committee  
& District No. 4, NMU/MEBA (1991 -1998); Maritime Service Committee &  
NMU/MEBA (1991 -1998); Tanker Service & Dry Cargo Service Committees  
& MEBA-No. 1, Pacific Coast Division (1999-2003); Local 144, SEIU &  
Southern New York Health Care Facilities Ass'n. (1988-92).

PANELS: Alaska Airlines & ALPA/AFA/IAM/AMFA/TWU; Aloha Airlines &  
ALPA/AFA; American Eagle Airlines & ALPA/AFA; Continental Airlines &  
ALPA/IBT; Delta Airlines & ALPA; Northwest Airlines & ALPA; United  
Airlines & ALPA/AFA; UPS & Independent Pilots Association; Actors Equity  
Association & League of American Theatres & Producers/League of Off-  
Broadway Theatres & Producers; Writers Guild/Directors Guild &  
MMPA/ABC/CBS/NBC; SAG & MMPA; New York Times & Newspaper Guild  
of New York; CSX & MEBA; UPS & IBT (National Panel); Verizon NY/ NJ/  
PA/VA,WVA & CWA/IBEW; Bell South & CWA; AT&T & CWA; AT&T &  
CWA/IBEW (Neutrality and Consent Election Agreement); City of New York  
& PBA/Sergeants Benevolent Association; New York Shipping Association  
& ILA; Independent Film & Television Alliance; UAL & AFA (Grievance  
Mediation Panel—New York Domicile).

Former Panel Member: Pan Am World Airways & ALPA; Pan Am & Independent Union of Flight Attendants; TWA & ALPA, TWA & Independent Federation of Flight Attendants; City University of New York & Professional Staff Congress.

PROFESSIONAL AFFILIATIONS: President, National Academy of Arbitrators (1996-97); President-Elect (1995-96), Vice President (1992-94), Executive Committee (1988-89, 1992-94), Board of Governors (1986-89); Member (1975-); Charter Member, International Society of Professionals in Dispute Resolution (1973), Member, Board of Directors (1984-87) and President (1987-88); Member, International Society for Labor Law & Social Security (1980-), Executive Board, American Branch (1995-); Vice Chairman, U.S. Branch & Member, International Executive Committee (2000-); Board of Directors, College of Labor & Employment Lawyers (2000-2006); Member, Association of the Bar of the City of New York (1951-), Chairman, Committee on Labor & Employment Legislation (1972-75); Member, ABA; Industrial Relations Research Association, and Panels of AAA, FMCS, New York State PERB and New York City Office of Collective Bargaining.

FORMER POSITIONS: Navigator, 8th Air Force (1944-45); Labor Relations Attorney, Sheehan & Harold (1951-54) and Cooper, Ostrin & DeVarco (1954-63); Deputy Director, Special Projects, U. S. Peace Corps (1963-65); Deputy Regional Director, U. S. Office of Economic Opportunity (1965-66); Commissioner, New York City Community Development Agency (1966-68); Executive Director, The Fund for the City of New York (1968-70); Vice President & Executive Director, Institute for Mediation & Conflict Resolution (1970-1980).

VISITING PROFESSORSHIPS; Pepperdine Law School (1990, 1992, 1994) & 1996); Cardozo Law School (1991, 1993, 1994 & 1997); Cornell University School of Industrial & Labor Relations (1984- ).

PUBLISHED WORKS: *Community Disputes and the Resolution of Conflict: Another View* (with Gerald Cormack); (Arbitration Journal, Vol. 27, No. 2, 1972); *Grievance Arbitration In A Prison: The Holton Experiment* (Resolution, Vol. 1, No. 3, 1975); *Effective Advocacy In Arbitration*, (NYU 38th National Conference on Labor, Matthew Bender & Co. 1985); *Can the Labor Arbitration Process Be Simplified?* (Proceedings of the 39th Annual Meeting, National Academy of Arbitrators, BNA Books, Inc 1987);

*The Qualifications Dilemma: the Pros and Cons of Setting Mediator Qualifications* (Fifth New York Conference on Dispute Resolution, NYS Office of Court Administration 1988); *Wait 'Til Next Year: Musings of Baseball's Arbitrator*, (NYU 42nd National Conference on Labor, Matthew Bender & Co. 1989); *Post-Discharge Conduct: A Look Back and A Look Ahead* (Proceedings of the 43rd Annual Meeting, NAA, BNA Books, Inc.1990); *Arbitral Response To The Troubled Employee* (Paper presented at the 15th Annual Collective Bargaining Conference of the FMCS and the IRRA, Northwest Chapter, Seattle, Washington, 1991); *After-Acquired Evidence In Arbitration: Will McKennon v. Nashville Banner Make a Difference?*, (Arbitration Journal, Fall 1995). *The Future of Labor Arbitration*, (Dispute Resolution Journal, April-Sept.,1996); *The National Academy of Arbitrators at Fifty*, (Dispute Resolution Journal, April 1997); *Whatever Happened to Arbitral Finality: Is it Their Fault of Ours?*, (CCH Labor Law Journal, Vol. 48, No. 5, May 1997); *Gilmer: Its Implications and Ramifications for Employees, Employers & Practitioners*, (University of Pennsylvania Journal of Labor & Employment Law (Vol. 1, No. 1, Spring 1998); *The Presidential Address: The Challenge and the Prize*, Proceedings of the 50th Annual Meeting, National Academy of Arbitrators, BNA Books, Inc. 1998;*O Functus Officio: Is It Time To Go?*, Proceedings of the 51st Annual Meeting, National Academy of Arbitrators, BNA Books, Inc.,1999; *Discipline In Sports*, Hofstra Labor & Employment Law Journal (Vol. 17, No. 1, Fall 1999); *A Comparison of Union and Non-Union Employee Protections in Ireland and the United States*, New York International Law Review, Winter 2001, Vol.14, No. 1 (2001); *Reminiscences*, Proceedings of the 56<sup>th</sup> Annual Meeting, National Academy of Arbitrators, BNA Books, Inc. 2003;*Implementing Remedies and Retaining Jurisdiction: The United States Perspective*, Proceedings of the 57<sup>th</sup> Annual Meeting, National Academy of Arbitrators, BNA Books, Inc. 2004); *Is It Time for a National Unfair Dismissal Act?* Proceedings of the 59<sup>th</sup> Annual Meeting, National Academy of Arbitrators, BNA Books, Inc. 2006.

Recipient, Distinguished Service Award of the American Arbitration Association (Arbitration Day, New York, NY, May 1987.