

OFFICE OF
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Occupation

Arbitrator and Mediator of labor and employment disputes in a wide range of industries in the public and private sectors since 1993.

Permanent Panels

- Washington Metropolitan Area Transit Authority and Local 689, Amalgamated Transit Union;
- Verizon and Local 827, International Brotherhood of Electrical Workers (Discharge and Contract Panels)
- Dominion Hope and United Gas Workers' Union Local 69, UWUA, AFL-CIO;
- Howard University Hospital and DC Nurses Association;
- Bituminous Coal Operators' Association and United Mine Workers of America, District 17;
- Federal Aviation Administration and National Air Traffic Controllers Association, AFL-CIO;
- NetJets and International Brotherhood of Teamsters, Airline Division, Local 1108;
- Domtar and United Steelworkers of America Local 10-0701;
- Verizon Communications and Communications Workers of America, Mediation/Arbitration Discipline Panel;
- U.S. OPM & American Federation of Government Employees Local 32;
- U.S. Postal Service and American Postal Workers Union Regular Contract and Regular Discipline Panels for Southwest Area (North Florida and Suncoast Districts) and Eastern Area (Philadelphia and Western Pennsylvania Districts);
- Montgomery Community College and AFSCME, Local 2380.
- Grievance and Hearing Examiner, Corporation for National and Community Service.

Appointing Agency Panels

American Arbitration Association (AAA); Federal Mediation and Conciliation Service (FMCS); National Mediation Board (NMB); District of Columbia Public Employee Relations Board.

Professional Associations

National Academy of Arbitrators (2002)
State of Maryland Bar (1992)
District of Columbia Bar (1994)
Labor and Employment Relations Association (Baltimore Chapter)
Society of Federal Labor Relations Professionals.

Industries

Chemical, coal, communications, corrections, health care, manufacturing, printing, public sector (education, fire, government, police, postal, utilities), publishing, pulp and paper, refractory, service industries, steel, transportation, trucking and storage, warehousing.

Issues

Absenteeism, agency fees, arbitrability (procedural, substantive), bumping, contract interpretation/application, contracting out, discharge, discipline, discrimination, alcohol and drug offenses, fringe benefits, holidays and holiday pay, insubordination, job classification and evaluation, job posting and bidding, jurisdiction disputes, layoff, management rights, overtime, past practice, pensions, premium pay, recall, safety, schedule of work, scheduling, seniority/ability, training, transfer, union activity, wages, work assignment

Education

University of Maine School of Law
Portland, Maine
J.D., May 1992
• Editor, Maine Law Review

University of Michigan
Ann Arbor, Michigan
B.A., Philosophy and English, May, 1988
• With Distinction

Training & Speaking Engagements

Provide ad hoc arbitration and advocacy training for neutrals, labor, and management in programs sponsored by, among others, the National Academy of Arbitrators, American Arbitration Association, Federal Mediation and Conciliation Service, Labor Arbitration Institute.

Publications

Editor, “Dispute Resolution in the Workplace: The Proceedings of the National Academy of Arbitrators,” available online at <http://naarb.org/proceedings/index.asp> (December 2005).

“Arbitrating Statutory Individual Employment Rights in a Union Setting, *BNA’s Collective Bargaining Bulletin*, May 8, 1997 (reprinted in *BNA’s Employment Discrimination Report*, Vol. 8, No. 21 at 703, May 21, 1997).

“ADR: Maximizing the Benefits of the Grievance Process,” *BNA’s Collective Bargaining Bulletin*, April 25, 1996.

“Efficient Arbitration Proceedings Require Preparation, Collaboration,” *BNA’s Collective Bargaining Bulletin*, January 4, 1996.

Co-authored “Gilmer v. Interstate/Johnson Lane Corp.: Observations on an Expanded Role for the Labor Arbitrator,” *Journal of Individual Employment Rights*, Volume 2(4) 283-291, 1993-94.