

Barbara Lichtman
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Professional Experience:

March 2025 – BL-Arbitrator, LLC - private practice arbitrator/mediator

1992-2025 – Commissioner, Federal Mediation & Conciliation Service

- Mediated thousands of collective bargaining agreements and grievances, including USPS 650 cases, involving all industries, including broadcasting, health care, pharmaceuticals, warehousing and trucking, food service, utilities, entertainment, non-profits, distribution, marine trade, education and professional sports.
- Conducted training for labor relations representatives in Pennsylvania, New Jersey and Delaware as well as representing FMCS in international training efforts in Mexico City, Amman, Jordan and Bangkok, Thailand.
- Since 2012, coordinated annual FMCS Arbitration Symposium, attended by approximately 250 labor-management practitioners.
- Recipient of multiple FMCS performance awards.
- Member of multiple FMCS Committees including Card Check Committee, Non-regional Work Committee, Symphony Committee, Mediator Advisory Committee, Mediator Code of Conduct Committee

1991-1992 – Labor Arbitrator, Private Practice

- Arbitrated FOP cases in City of Philadelphia and City of Hazelton
- Also arbitrated cases in the health care industry.

1988-1991 – Vice President, Gallery 18, Chai - Tayar Exports, Jerusalem, Israel

- Managed art gallery and gift shop, promoting immigrant artists and exporting art and gift items for auction and retail trade in the U.S.

1977-1988 – 1199C, National Union of Hospital & Health Care Employees, RWDSU, AFL-CIO

1979-1988 - National Vice President

1978-1988 – Executive Vice President, District 1199C, Philadelphia

1978-1988 – Trustee – 1199 Pension Fund, 1199 Benefit Fund, 1199C Legal Fund, 1199C Training & Upgrading Fund

1977-1978 – Administrative organizer

- Responsible throughout this time for organizing health care workers and negotiating and administering collective bargaining agreements including arbitrating hundreds of cases when necessary and training

stewards on grievance handling and cooperative labor relations both in the public and private sectors.

Labor Arbitration Panels:

American Arbitration Association
Delaware Public Employment Relations Board Mediation Panel
Federal Mediation & Conciliation Service (effective 10/1/2025)
New Jersey Bureau of Mediation
New Jersey Public Employment Relations Commission
Pennsylvania Bureau of Mediation Arbitration Roster
Pennsylvania Labor Relations Board Fact Finding and Arbitration Roster
Special People in Northeast (SPIN) and AFSCME Local 1739
The Labor Connection Arbitration Panel

Industries:

All industries from aerospace to zoos, including auto workers, broadcasting, bakery, brewing, meat packing, construction and building trades, longshoremens, hospitals, nursing homes, behavioral health, groceries, social services, pharmaceuticals, warehousing and trucking, food service, hotels and hospitality, theater, utilities, entertainment, non-profits, distribution, marine trade, transportation, manufacturing, K-12 education and universities, musicians, police and fire, postal service, museums, professional sports.

Issues:

Absenteeism, attendance policies, arbitrability, bargaining unit work, discipline and discharge, recognition, union security, seniority, layoff and recall, sick leave, vacation, holidays, scheduling, overtime, discrimination, harassment, staffing/manning/complement, postings and bidding, promotions and transfers, performance, classification, unprofessional behavior, self-governance, subcontracting, management rights, grievance procedure, past practice, overtime, jurisdictional disputes, off-duty conduct, image rights.

Memberships:

Labor and Employment Relations Association
American Arbitration Association
Board Member, Center at Hampton House
Advisory Board Member, Philadelphia Friendship Circle
Board Member – Enclave at the Promenade HOA

Selected Presentations:

2011-2025 – Coordinator and Moderator, FMCS Arbitration Symposiums,
Atlantic City, NJ
2025 – “What Now? Navigating the Minefield in the Labor and Employment
World in 2025”

- New York LERA, New York, New York
- 2025 – “Why Can’t We All Just Get Along? The Future of ADR in Labor and Employment.”
Philly LERA, Philadelphia, Pennsylvania
- 2024 – “Labor Relations 101: What Are You Talking About?”
LERA/FMCS 2024 National Labor-Management Conference,
New York, New York
- 2024 – “Charting a New & Improved Labor-Management Journey Together”
LERA/FMCS 2024 National Labor-Management Conference,
New York, New York
- 2023 – “White House Task Force: Card Checks”,
LERA National Labor-Management Conference, Detroit, MI
- 2022 – “Building Cooperative Labor Relations” – Ministry of Labor,
Amman Jordan on behalf of U.S. State Department
- 2019 – Pa. Bar Association, Labor & Employment Law Section Retreat,
Panelist on “Ethics in Mediation,” Hershey, PA
- 2013 – FMCS Institute – Negotiations Training
- 2009 – “Mediation in the Private Sector” – Pa. Society of Nurses
& Allied Professionals - Statewide Conference
- 2001 – “A Leap of Faith: Labor Management Cooperation
at the Philadelphia Zoo,” Asia Pacific Economic
Conference, Mexico City, Mexico (also presented at LERA
and FMCS National Labor-Management Conference)
- 1987 – “Cooperative Relations between Labor and Management”,
American Hospital Association Conference of Human
Resource Professionals –Nashville, TN
- 1980’s – “Rights of Privacy of Unionized Workers”, Mohonk
Conference, – panel representing labor organized by
Arbitrator Peter Florey, Mohonk, NY

References:

- Fred D’Angelo, Esq., Cozen O’Connor adangelo@cozen.com
Philadelphia, PA 215 776 1093
- Tom Bender, Esq., Littler Mendelson, Retired Co-President and Co-Managing
Director, tombender1970@gmail.com 215 313 8285
Flourtown, PA
- Shannon Farmer, Esq., Ballard Spahr farmers@ballardspahr.com
Philadelphia, PA 610 574 1833
- Andrew Gaffney, Co-Executive Director, PASNAP, Pennsylvania Association of
Staff Nurses & Allied Professionals andrew@pasnap.com
484 636 7321
- Michele Miller-Kotula, N.A.A., millerkotula@comcast.net 724 225 8708
Washington, PA

Amy Rosenberger, Esq., Willig, Williams & Davidson,
arosenberger@wwdlaw.com
Philadelphia, PA 215-264-8668

Fee:

Per Diem: \$2000 per day for hearing, research and presentation of the decision.

A hearing day is any portion of a day up to eight hours. Time for research and preparation is prorated.

Cancellation Policy: \$2,000 for one day per diem if cancelled within days of scheduled hearing date.

Travel Time: One-half day per diem fee for any portion of a travel day up to four hours. One day per diem fee for travel day between four and 8 hours. Fee is prorated for travel time over eight hours at \$250/hour. No fee for local travel within 50 miles.

Expenses: Actual cost of reasonable expenses, including airfare, car rental, food and lodging. Automobile mileage is charged at the applicable IRS expense rate. Interim Billing: Periodic invoices may be issued when there are cancellations or multiple hearing dates.