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LABOR DISPUTE SOLUTIONS, INC.
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ARBITRATOR / MEDIATOR ROSTERS:

- Federal Mediation and Conciliation Service (FMCS) Arbitrator Roster
- National Mediation Board (NMB) Roster of Arbitrators (railroad and airline)
- Ohio State Employment Relations Board, Bureau of Mediation Roster of Neutrals (Fact-Finder)
- The Labor Relations Connection, Inc. Mediation and Arbitration Panels

ARBITRATION / FACT-FINDING / MEDIATION PANELS:

- Presidential Emergency Board No. 252 (BLET and NJ Transit Rail Operations)
- Presidential Emergency Board No. 253 (LIRR and BLET / BRS / IAMAW / IBEW / TCU)
- NMB National Railroad Adjustment Board, First Division (multiple dockets/unions/carriers)
- Fraternal Order of Police of Ohio, Inc. and City of Bucyrus, Ohio
- Fraternal Order of Police of Ohio, Inc. and City of Lakewood, Ohio
- Fraternal Order of Police of Ohio, Inc. and Tuscarawas County Sheriff's Office
- International Association of Fire Fighters Local 2156 and City of North Royalton, Ohio
- International Brotherhood of Electrical Workers Local 39 and City of Cleveland, Ohio
- Public Law Board No. 7042 (Union Pacific Railroad (UPRR) and BLET UPRR Northern Region)
- Public Law Board No. 7143 (UPRR and SMART Transportation Division (SMART-TD) GCA 569)
- Public Law Board No. 7173 (UPRR and BLET UPRR Eastern District)
- Public Law Board No. 7228 (UPRR and BLET UPRR Western Region)
- Public Law Board No. 7248 (Amtrak and Amtrak Service Workers' Council (ASWC) UNITE HERE)
- Public Law Board No. 7467 (UPRR and Transportation Communication International Union/IAM (TCU))
- Public Law Board No. 7488 (Norfolk Southern Railway (NSR) and SMART-TD GCA 687)
- Public Law Board No. 7576 (BNSF Railway and American Train Dispatchers Association (ATDA))
- Public Law Board No. 7980 (BNSF Railway and Brotherhood of Railroad Signalmen (BRS))
- Public Law Board No. 8021 (TransitAmerica Services, Inc. and NCFO Local 32BJ /SEIU)
- Public Law Board No. 8060 (Northeast Illinois Regional Commuter Railroad Corp. (Metra) and TCU)
- Public Law Board No. 8063 (Procedural) (BNSF Railway and SMART-TD)
- State of Ohio OCB and OCSEA ADR Mediation/Arbitration Trial Panel (2024-2027 term)
- Special Board of Adjustment No. 1063 (NSR and BLET NSR Northern Lines)

PROFESSIONAL AFFILIATIONS:

- President, National Association of Railroad Referees (NARR) (2025 FOC Chair; VP 2023-2025)
- Member, Labor and Employment Relations Association (LERA), Northeast Ohio Chapter (2023-present)
- Salon Participant National Academy of Arbitrators (NAA) Ohio/Kentucky Region (2023-present)

ISSUES HANDLED AS ARBITRATOR, NEGOTIATOR AND ADVOCATE:

absenteeism; arbitrability; bargaining unit work; bonus fringe benefits; conduct (off-duty/personal); compensatory time; cost-of-living pay; disability; discipline (discharge and non-discharge); discrimination; drug/alcohol offenses; fact finding; fringe benefits; funeral leave; grievance mediation; harassment; health/hospitalization; holiday pay; holidays; hours of work; bonus/incentive pay; insurance; job classification & rates; job performance; job posting/bidding; jurisdictional dispute; layoffs/bumping/recall; leave; management rights; merit pay; overtime pay; past practices; pension and welfare plans; personal time; promotion; retirement; safety/health conditions; seniority; strikes, lockouts, work stoppages, slowdowns; subcontracting/contracting out; unilateral; union security; vacation; vacation pay; violence or threats; wages; work hours/schedules/assignments; working conditions/work orders

PRESENTATIONS:

- 2025 – Ohio Office of Collective Bargaining, OCB Academy Mock Arbitrator and Panelist
- 2025 – NARR Annual Conference, moderated Panel Presentation on Craft-Based Disputes
- 2025 – NAA/LERA *Arbitrators & Advocates Symposium*, Panelist, *Contract Interpretation Issues – How Arbitrators Rule*
- 2024 – NARR Appellate Skills Training Presentation titled *Navigating the Rails: The Claims Process Under Section 3 of the Railway Labor Act*
- 2024 – NARR Annual Conference, moderated Panel Presentation on Federal Railroad Administration regulations governing certification of certain safety-critical railroad employees

RELEVANT EDUCATION/TRAINING:

- 2025 – *Public Safety Conference for Arbitrators* (COLERA / OAPFF / IAFF / FOP / OPBA / OACP)
- 2025 LERA presentations and webinars – *Navigating USPS Grievance Handling for Neutrals; Labor Law Developments in the Trump Administration; Marijuana in Ohio; Misclassification of Employees as Independent Contractors Under the FLSA*
- 2024-present – NAA Continuing Education Committee *What Would You Do?* online series
- 2024 – *Arbitrators & Advocates Symposium*, jointly sponsored by FMCS, LERA and NAA
- 2024 LERA presentations and webinars – *How Advocates and Arbitrators Can Be Better; Impact of AI on Labor Relations; SERB Update; Safety Forces Retention; Seven Things Every Arbitrator and Advocate Needs to Know About Privacy and Data Security Law*
- 2024 – *Becoming a Labor Arbitrator*, FMCS Institute for Conflict Management
- 2022 – *Railway Labor Act Arbitrator Training Program*, jointly sponsored by NMB and NARR

RELEVANT EDUCATION/TRAINING (CONT'D):

- 2022 – *Building a Career as a Labor Arbitrator*, jointly sponsored by NAA / LERA Arizona Chapter
- 2010 – *Effective Communications*, Cornell University ILR School Online Workshop
- 2009 – *Costing out the Contract*, Cornell University ILR School Online Workshop
- 1989-1991 – Bucks County Community College, Newtown, PA – Labor Studies Program (U.S. labor history, economics, sociology, effective speaking), 4.0 GPA

PRIOR EMPLOYMENT:

- 2005-2021 – BLET: Asst. to the National President and Dir. of Research (2008-2021); Dir. of Regulatory Affairs (2006-2008); Legislative and Regulatory Assistant (2005-2006)
- 2002-2005 – Self-employed labor relations consultant
- 1996-2001 – BLE: Director of Communications and Strategic Coordination (1999-2001); Independent Contractor for Special Projects (1996-1999)
- 1988-1999 – William L. Keller & Associates, P.C.: Railroad Accident Investigator; Union Liaison
- 1983-1988 – BLE Amtrak General Committee of Adjustment: Independent Contractor
- 1977-1983 – BLE Division 501, New York City: Local Chairman
- 1972-1987 – Penn Central / Conrail / NJ Transit Rail Operations: Locomotive Fireman / Engineer

FEES:

- Per Diem Fee is \$1,200.00. Time spent in study/writing/virtual hearings (including virtual executive sessions) is prorated on an hourly basis. A per diem fee will be billed for each hearing date for which notice of cancellation or postponement is not received at least thirty (30) days prior to said hearing date(s). More than one grievance per day and/or expedited grievance procedures are accommodated.
- On the day of an in-person hearing there is no charge for up to two (2) hours of travel time, and a prorated per diem fee will be billed for time in excess of ten (10) hours. Time spent traveling on a non-hearing day is prorated on a half-day basis.
- Parties will be charged for actual cost of reasonable expenses incurred including, but not limited to, airfare, ground transportation, food, lodging, tolls and parking. Personal automobile mileage is charged at the applicable IRS expense rate.
- Registered in U.S. Federal Government's System for Award Management (SAM).

REFERENCES AVAILABLE UPON REQUEST