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PROFESSIONAL EXPERIENCE

Over 40 years of experience in labor and employment matters, initially as an advocate and since 2013 as a full-time arbitrator and mediator. Prior experience includes representing individuals and organizations in all aspects of labor and employment law in both the private and public sectors, including negotiating collective bargaining agreements and providing legal advice on impasses, strikes, and work stoppages.

ARBITRATOR & MEDIATOR ROSTERS:

American Arbitration Association, Labor, Employment, Commercial, Mediation Panels
Federal Mediation and Conciliation Service Arbitration Panel
National Mediation Board
New York State Public Employment Relations Board
New York State Education Department Teacher Disciplinary Panel
New York City Office of Collective Bargaining
New Jersey PERC and New Jersey PERC Special Disciplinary Arbitration Panel
New Jersey State Board of Mediation
New Jersey TEACH
Port Authority Employment Relations Panel of New York and New Jersey
Pennsylvania Bureau of Mediation, DOL & Industry
Pennsylvania Labor Relations Board
American Health Lawyers Association
FINRA

Permanent Panels (Current & Past)

MLB Players Association and Office of the Commissioner Salary Arbitrations
Writers Guild of America and the Alliance of Motion Picture and Television Producers
News Guild of New York Arbitration Panel
UPS & Teamsters Southwest Labor Management Grievance Committee (2023-2025)
United Steelworkers Local 9265 Public Employees Federation (PEF)
Columbia University, City of New York & Student Workers of Columbia, UAW Local 2710
New York State Public Employees Federation (PEF) Disciplinary Arbitration Panel
New York State Public Employees Federation (PEF) Select Panel of Disciplinary Arbitrators
New York State Public Employees Federation (PEF) Emergency Arbitration Panel
New York State United University Professions (UUP) Disciplinary Arbitration Panel
New York State United Teachers and Tuxedo Union Free School District
1199 Internal Staff Disciplinary Arbitration Panel
West Hampton Free Library & West Hampton Library Staff Association Panel

Industries:

Sports, entertainment, education, higher education, government, transit, transportation, railroad, manufacturing, food services, hotels, casinos, printing, gig economy, financial institutions, health care, emergency medical services, fire, police, corrections, prisons, utilities.

Issues:

Arbitrability, benefits, contract interpretation and application, discharge, discipline, health and safety, job evaluation, leave of absence, management rights, out of title work, overtime, seniority, sexual harassment, wages.

EMPLOYMENT EXPERIENCE**SENIOR COUNSEL 1993-2013****NEW YORK STATE UNITED TEACHERS, AFT, NEA, AFL-CIO**

Representation of unions and employees in the private and public sector on labor, employment, education, civil service, and constitutional law matters before federal and state courts, administrative agencies, and in arbitral forums. Advised members, staff, and union officers, including officers of the United Federations of Teachers (“UFT”) on a plethora of legal and policy issues including employee discipline, seniority, arbitration, defamation, duty of fair representation, strikes, discrimination, constitutional issues, pension, FOIL, ADA, HIPPA, FMLA and FLSA. Directed associates on case assignments.

LABOR RELATIONS REPRESENTATIVE 1990-1993**NEW YORK STATE NURSES ASSOCIATION**

Chief Negotiator of collective bargaining agreements on behalf of Registered Nurses employed at major New York City hospitals. Advised and represented Registered Nurses on labor, employment, and health care matters including medical and pension benefits, contract provisions and health and safety issues.

ASSISTANT ATTORNEY GENERAL, LABOR BUREAU 1990**NEW YORK STATE ATTORNEY GENERAL’S OFFICE**

Investigated and enforced New York State Labor Laws, including unemployment insurance, workers compensation, and health and safety violations. Civil and criminal prosecutions regarding minimum wage, overtime, and prevailing wage violations.

STAFF ATTORNEY 1986-1990**LEGAL AID SOCIETY OF NEW YORK CITY**

Representation of indigent defendants accused of criminal offenses from arraignment through trial, including grand jury presentations, hearings, bench and jury trials, and administrative forums including parole revocation hearings.

ACADEMIC EXPERIENCE

ADJUNCT ASSOCIATE PROFESSOR, CORNELL ILR/CUNY SLU

Undergraduate Professor 2013-2024; Graduate Professor 2022-2023

Courses on Arbitration, Private & Public Sector Labor and Employment Law, Organizing.

EDUCATION

BENJAMIN N. CARDOZO SCHOOL OF LAW, JD 1986

RUTGERS COLLEGE, RUTGERS UNIVERSITY, BA 1983 Dual Major History, Labor Studies

BAR ADMISSIONS

States of New York and New Jersey; U. S. District Courts for the Southern and Eastern Districts of New York; United States Court of Appeals, Second Circuit

PROFESSIONAL AFFILIATIONS

National Academy of Arbitrators

National Academy of Distinguished Neutrals

LERA, President, NYC Chapter, 2014

LERA, NYC Chapter Advisory Board, 2015-Present

LERA, NJ, Long Island and Philadelphia

NYC Bar Association, ADR Committee Member September 2013-2015

NYSBA committee member: Labor & Employment

NJSBA, committee member: Labor and Employment Law Section

ABA, Labor and Employment Section, ADR Section and Women in Dispute Resolution