

E-MAIL: skorch@relevant-resolution.com

BUSINESS ADDRESS:

11700 Morningmist Lane
Columbia, MD 21044
Phone: 410-371-1241
Fax: 410-740-5371

PROFESSIONAL AFFILIATIONS:

Association for Conflict Resolution
American Bar Association
Labor and Employment Relations Association, Baltimore Chapter
Society of Federal Labor & Employee Relations Professionals
Federal Interagency Sharing Neutrals Program
Maryland Council for Dispute Resolution
Maryland Program for Mediator Excellence

EDUCATION:

MA	Administration	The Johns Hopkins University	1984
BA	Economics	Tufts University	1973

CERTIFICATIONS:

Certified Mediator, Maryland Council for Dispute Resolution	2014
FINRA Arbitrator, Chair Qualified	2011

ARBITRATION and LABOR RELATIONS EXPERIENCE:

1973-1979 - Field Examiner, NLRB Boston, Kansas City and Baltimore Regional Offices
1980-1996 - Supervisory Compliance Officer, NLRB, Baltimore Regional Office
1996-2002 - Deputy Assistant to the General Counsel, NLRB, Washington, DC
2002-2012 - Assistant to the General Counsel, NLRB, Washington, DC (retired)
2007 to present - Arbitrator, Financial Industry Regulatory Authority, hearing cases involving customer/broker disputes involving issues of suitability, jurisdiction and arbitrability
2007 to present - Mediator, Federal Interagency Sharing Neutrals Program, mediating employment cases involving a wide range of agencies; allegations including disparate treatment and discrimination based upon race, sex, national origin, and whistle -blower activity
2007 to present - Mediator, Mediation and Conflict Resolution Center, mediating community issues including contractor/subcontractor obligations and small claims court disputes
2012 to present – Arbitrator and mediator

INDUSTRIES:

Banking, Beverage, Building Products, Broadcasting, Clothing, Construction, Education, Financial, Food, Federal Sector-Grievance, Health care, Hotels/Motels/Casinos/Resorts, Hospitals/Nursing Homes, Meat Packing, Mining, Office Workers/Clerical, Organizations, Public Employees, Railroads, Restaurants, Retail, Shipbuilding/Dry-dock, Transportation, Trucking and Storage, and Warehousing.

ISSUES:

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, and National Origin, Drug/Alcohol Offenses, FMLA, Fringe Benefits, Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Hiring Practices, Job Performance, Layoffs/Bumping/Recall, Management Rights,

Official Time, Past Practices, Pension and Welfare Plans, Promotion, Retirement, Safety and Health Conditions, Seniority, Strikes, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Subcontracting/Contracting Out, Wages, Work Hours/Schedules and Assignments, Working Conditions, Violence or Threats.

ARBITRATION ROSTERS

Federal Mediation and Conciliation Service
AAA Labor and Employment Roster
National Mediation Board
Pennsylvania Bureau of Mediation Dept. of Labor and Industry
Public Employee Relations Board of the US Virgin Islands
Oregon Employment Relations Board Roster
Financial Industries Regulatory Authority Roster
ATU/MTA Panel
EEOC RESOLVE Program Mediator
Mediation and Conflict Resolution Center

FEES:

Per Diem for Grievance Arbitration: My per diem rate for labor arbitration is \$1800 per day. The per diem rate is applied to any day or substantial part of a day spent in hearings, motions, and review of record and briefs. I will charge a minimum of one day for a hearing; additional hearing days and/or executive sessions are billed in ½ day increments. The preparation of a written opinion is charged on a pro-rated hourly basis. For per diem purposes, a day is eight hours.

Per Diem for Labor Mediation: Mediation Per Diem is \$1600 per day. Time for preparation is charged at \$200 per hour. No cancellation fee is charged if the mediation is scheduled in the Baltimore-Washington DC Metro Area and the parties provide seven days' notice, otherwise a ½ day cancellation fee applies.

Docketing Fee: \$100. The docketing fee will be waived in cases where a hearing is conducted, or where mediation takes place.

Cancellation Policy: If the scheduled hearing is postponed or cancelled with notice of fewer than 30 days before the date of travel, the per diem fee for the scheduled days of hearing shall be charged. To avoid the cancellation fee, I must receive notice by 5:00 PM Eastern Time on the 30th day before the day of travel for the hearing. Notice may be made by e-mail, fax, or telephone call.

arbitrator must receive notice by 5:00 PM Eastern Time on the 30th day before the scheduled arbitration.

Travel Time: Arbitrator charges \$100 per hour for travel time to and from the site of the arbitration. Travel time is computed on a portal-to-portal basis. No travel time or mileage will be charged for travel to hearings within the Baltimore-Washington DC metro area.

Expenses: Charges will be made for actual and necessary expenses of travel, transfers, lodging, meals, and car rental directly related to the hearing, unless provided by the parties. Airfare will be charged at the lowest fully refundable coach fare for reasonable flights available at the time of purchase, unless the parties specifically agree to reimburse the arbitrator for any charges imposed by the airline for cancelling or changing a reservation. Auto mileage will be charged at the prevailing IRS expense rate. Other necessary and related expenses may be billed to the parties.

Billing: A detailed invoice of all charges is submitted with the award or at the close of the arbitration. Receipts will be provided upon request. The arbitrator reserves the right to issue an interim invoice following each day of hearing in cases with more than one day of hearing. If the matter is settled or otherwise withdrawn, a bill for services, reflecting charges and expenses incurred to the point of settlement or withdrawal will be sent to the parties. Invoices are payable upon receipt and payments are accepted through PayPal.