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Present Occupation: Attorney-Arbitrator- Mediator

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PROFESSIONAL AFFILIATIONS:

Panel Member:

Member, Panel of Arbitrators, California State Mediation and Conciliation Service
Member, Panel of Arbitrators, National Mediation Board, Washington D.C.
Member, Private Arbitration Panel, Swedish Medical Center and SEIU Local 1099, Seattle, Washington
Member, Private Arbitration Panel, Lauren Manufacturing [Oh] and USWA
Member, Private Arbitration Panel, Akron General Medical Center [Oh] and USWA
Member, Private Arbitration Panel, AT&T and Communications Workers of America
Member, Panel of Arbitrators, Public Employee Relations Board, State of Oregon
Member, Private Panel of Arbitrators State of Alaska and Alaska State Employees Union
Member Private Panel of Arbitrators, City of Petersburg, Alaska

EDUCATION:

Bachelor of Arts, Political Science. The Cleveland State University.
Juris Doctor, the Cleveland State University, Cleveland –Marshall College of Law, Cleveland, Ohio.

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1992 – Present: Labor –Management Arbitrator-Mediator. Issued over 300 written awards involving industries and issues listed below. Specialized arbitration-mediation experience in schools, universities and private sector Pension Fund issues. **1985 to 1991** – Labor and Employment Lawyer and Partner at Duvin, Cahn & Hutton, Cleveland, Ohio. **1992 to 1995**, served as Chief Labor Counsel for the Cleveland City School District. **1980 to 1982**, served as Opinions Editor to Samuel S. Perry, Esq. (dec.) Member of National Academy of Arbitrators. **1978-1980** Assistant City Prosecutor, Office of the Prosecutor of the City of Cleveland. Mediated hundreds of disputes concerning interpersonal, consumer, neighborhood, family and domestic violence issues. **Currently**, Adjunct Faculty at Capella University, Employment Law and the Law of Public Education. Trained in Vladivostok, Russia for US Dept of State in conflict resolution and the US Labor Relations System. Annual speaker- Amalgamated Transit Union, Black Caucus and Women’s Caucus national conventions. Labor arbitration advocacy training for the State of Alaska, ATU Local 241, and ATU Local 689. Advanced Labor Arbitration Trainer “The Preparation and Delivery of the Opinion and Award of the Arbitrator” Capital University School of Law, Columbus, Ohio, May 18, 2005. Faculty Trainer, American Arbitration Association. Past Member of the Board of Bar Examiners, State of Ohio.

INDUSTRIES:

Agriculture, Aluminum, Automotive, Bakery, Beverage, Building Products, Brewery, Broadcasting, Canning, Cement, Chemicals, Communications, Construction, Dairy, Distillery, Education, Electrical Equipment/Appliances, Electronics, Food, Foundry, Furniture, Glass/Pottery, Grain Mill, Health Care, Hospital/Nursing Home, Iron, Lumber, Machinery, Maritime, Meat Packing, Metal Fabrication, Mining,

Nuclear Energy, Office Workers/Clerical, Organizations, Packaging, Paint & Varnish, Petroleum/Petrochemicals, Pharmaceuticals, Plastics, Plumbing, Police and Fire, Printing and Publishing, Pulp and Paper, Public Schools, Refrigeration/HVAC, Rubber/Tire, State Government, Steel, Stone/Quarry, Textile, Tobacco, Transportation, Trucking and Storage, Universities, Upholstering, Utilities, Warehousing.

ISSUES:

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Pension Claim (Fed. Statute), Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages: Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats.

ARBITRATION ROSTERS:

Federal Mediation and Conciliation Service; State of Oregon. American Arbitration Association

PUBLISHED CASES:

AAA Labor Award Reporter; Arbitration in the Schools, Report No 381, November 2001, Case No. 381-10.
AAA Labor Award Reporter; Arbitration in the Schools, Report No 387, May, 2002, Case No. 387-4.

SIGNIFICANT PUBLICATIONS:

“How to Help a Mediator Succeed” published in the Federal Human Resources Week, Volume 4, Issue 37, (Jan, 1998), and “Fair Share Dues Deductions v. The First Amendment”, published in West’s Education Law Reporter, Volume 34 No 4. **Soon to Be Published: “The Role of the Labor Arbitrator: To Do Justice, Or? accepted for publication by the Dispute Resolution Journal of the American Arbitration Association.**

PER DIEM FEE: \$1625.00

DOCKETING FEE: \$100.00;

Grievance Arbitration: The fee is \$1625.00 per day for hearing, and for research and preparation of the opinion and award. A hearing day is any portion of a day beyond four hours. Time for research and preparation is prorated.

Cancellation Policy: If the scheduled hearing is postponed or canceled with notice of less than one business week (5 days), the per diem fee for each day of hearing shall be charged if another matter cannot be set in its place.

Interest Arbitration, Fact-Finding and Labor or Employment Mediation: Arbitrator charges \$1625.00 per day (for up to 8 hours). Time for research and preparation is prorated at \$175.00/hour.

Travel Time: Arbitrator charges per diem fee for any portion of a travel day up to eight hours. Fee is prorated for travel time over eight hours for one day at \$162.50/hour.

Expenses: Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food, and lodging. Automobile mileage is charged at the applicable IRS expense rate. Arbitrator charges actual expenses for copying, phone, and clerical assistance. Automobile mileage is charged at the applicable IRS expense rate. Automobile mileage is charged at the applicable IRS expense rate. Arbitrator charges actual

Automobile mileage is charged at the applicable IRS expense rate. Arbitrator bills for travel from the location that is closest to the situs of the hearing.