

Randi H. Abramsky

Randi Abramsky is a full-time labour arbitrator and mediator practicing in Ontario and the United States. She attended Cornell University School of Industrial and Labor Relations (B.S., 1978), followed by the University of Pennsylvania Law School (J.D., 1981). Her labour law origins are based in Chicago where she practiced labour law for six years prior to becoming General Counsel and then a Board member of the Illinois Educational Labour Relations Board. She began her arbitration practice in 1988 with the U.S. Federal Mediation and Conciliation Service and the American Arbitration Association. In 1991, she moved to Toronto and obtained her LL.M. in Canadian labour law from the University of Toronto Faculty of Law. She has been on the Ontario Minister of Labour's list of arbitrators since 1992. Since 1996, she has served as a Vice-Chair of the Grievance Settlement Board. She has also served as an adjudicator with the former Public Service Labour Relations Tribunal, the Boards of Inquiry, and the Education Relations Commission. She is an active member of the Ontario Labour Management Arbitrators' Association and the National Academy of Arbitrators.

Christopher Albertyn is an arbitrator and mediator working principally in Ontario, Canada. He is a Mediator-Arbitrator of the Ontario Grievance Settlement Board and a Vice-Chair of the Ontario Education Relations Commission.

He was educated in South Africa (St. John's College, Johannesburg; Wits, UNISA and Natal University) and in the US (St. Mark's School, Southborough, Massachusetts). He worked as a trade union organizer for a textile union in Durban, South Africa (1975-76). He was admitted as an attorney in 1979. He practiced in Durban, principally in labour law with the firm Chennells Albertyn & Brunton. He was the founding Director of the Centre for Socio-Legal Studies at the University of Natal in Durban (1988-89). Since 1985 he has worked as a mediator and arbitrator of labour disputes. He has lived in Toronto since 1993. He was a Vice-Chair of the Ontario Labour Relations Board from 1994 until 2017.

He has published on aspects of labour law, including co-authoring Alcohol, Drugs & Employment, Juta, Cape Town, 2012.

He is a member of the Ontario Labour-Management Arbitrators' Association and of the National Academy of Arbitrators.

He is the Co-Chair of the Third Party Neutrals in Dispute Resolution Study Group of the International Labour & Employment Relations Association (ILERA).

Stephen F. Befort

Gray, Plant, Mooty, Mooty, & Bennett Professor of Law
University of Minnesota Law School
Member, National Academy of Arbitrators

Stephen F. Befort is the Gray, Plant, Mooty, Mooty, and Bennett Professor of Law at the University of Minnesota Law School. He practiced in the labor and employment field extensively before joining the University of Minnesota Law School faculty in 1982. Professor Befort teaches courses in Labor Law, Employment Law, Employment Discrimination, Alternative Dispute Resolution, Disability Law, and a seminar on Advanced Topics in Labor and Employment Law. He has authored five books and more than 40 articles on labor and employment subjects. He has twice been selected as the Law School's teacher of the year. He is Co-Editor of the ABA Journal on Labor and Employment Law and a fellow of the American College of Labor and Employment Lawyers. He currently serves as Chair of the U.S. Branch of the International Society for Labor Law and Social Security and as Co-Chair of the Labor Law Group.

Steve Befort also is an active arbitrator and mediator. He serves on both federal and state arbitration rosters as well as on several permanent panels. He was elected to the National Academy of Arbitrators in 2004 and served for three years as a co-editor of the Academy's annually published Proceedings. He is a co-sponsor of a large empirical study of labor arbitration awards funded in part by the Academy's Research and Education Foundations. The findings of that study are published in book form in: Laura J. Cooper, Mario F. Bognanno, & Stephen F. Befort, *More Than We Have Ever Known About Discipline and Discharge in Labor Arbitration: An Empirical Study* (Vandeplas Publishing 2015).

Ginette Brazeau

Ms. Ginette Brazeau was appointed as Chairperson of the Canada Industrial Relations Board (CIRB) on December 28, 2014.

Prior to her appointment as Chairperson of the CIRB, Ms. Brazeau held the position of Executive Director and General Counsel of the CIRB since September 2012 and was first appointed as Executive Director and Senior Registrar of the CIRB in April 2008. In these capacities, Ms. Brazeau had delegated responsibilities for the administration of the Board and was responsible for case management, legal services and the regional operations of the Board.

Prior to joining the Board, Ms. Brazeau was the Senior Director of Strategic Policy and Legislative Reform with the federal Labour Department and also worked at the Federal Mediation and Conciliation Service as Director of Legislation, Research and Policy. In these capacities, she was responsible for advising senior management and the Minister of Labour on labour and employment programs or legislative initiatives and on the administration of the Canada Labour Code. She started her career in the Public Service with Industry Canada serving in different positions related to corporate law policy and strategic planning.

Ms. Brazeau serves on the executive boards of the Association of Labor Relations Agencies and the Council of Canadian Administrative Tribunals. She holds a Bachelor of Laws and a Bachelor of Social Sciences from the University of Ottawa and was called to the Bar of Ontario in 1996.

Jonathan Chapnick

Jon Chapnick is a labour and human rights lawyer, and works as the Senior Advisor, Workplace Mental Health at the University of British Columbia. Before joining UBC, Jon worked for several years as legal counsel for a large and diverse healthcare union, focusing his law practice on issues related to employees with disabilities, particularly employees with mental health and substance use disorders. In his role at UBC, Jon advises university administrators on various matters related to workplace mental health and substance use. In all his work, Jon takes an approach that is evidence-based, non-coercive and non-judgmental. He is particularly mindful of the structural stigma and institutional barriers facing people with mental illness and addiction.

Jon is a frequent contributor to educational and professional conferences, and has written on topics such as drug testing, privacy and medical information, and workplace substance use policies. He is a research associate with the Canadian Centre for Policy Alternatives, and serves on the board of directors of the PHS Community Services Society, which provides a range of supports and services in Vancouver's Downtown Eastside and other communities.

Jonathan holds an economics degree from McGill University, and a J.D. from the University of Victoria. He was called to the Bar of British Columbia in 2010.

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BARBARA J. DIAMOND

Barbara J. Diamond is a graduate of NYU Law School and has practiced union-side labor law in Portland, Oregon for over thirty years.

In addition to her law practice, Barbara is a consultant and trainer on diversity and inclusion, with a focus on implicit bias and microaggression theory. She has presented on the subject of implicit bias for the Lewis & Clark Law School, the University of Oregon Labor Employment and Research Center, LERA, the Oregon State Bar, and the National Conference on Collective Bargaining in Higher Education, among others.

Barbara produces and directs documentary film for teaching about equity and has shown her films in academic circles, in continuing education events for judges and lawyers, and employment-based training since 2012. Her films are available on KANOPY, a documentary film platform available in both academic and public libraries.

For more information about Barbara J. Diamond and her work, please visit www.diamondlaw.org.

SHYAM DAS

Shyam Das is an attorney and labor arbitrator located in the Philadelphia area. He has arbitrated for a wide range of parties in the private and public sectors for over 40 years. He is a former President of the Academy and of the Academy's Research and Education Foundation.

Prior to becoming a full-time arbitrator, Shyam was a Professor of Law at the University of Pittsburgh, and before that a legal associate at Milbank, Tweed, Hadley & McCloy in New York. He received a B.A. *magna cum laude* in history from Harvard University, an M.A. in social sciences from the University of Chicago and his law degree from Yale Law School. He is a Fellow of The College of Labor and Employment Lawyers.

Shyam is proud and delighted to be introducing His wife Kathleen Miller as she gives her Presidential address.

FREDRIC DICHTER

Fred Dichter began his career in Anchorage, Alaska with Teamsters Local 959. He practiced law in Alaska from 1979 through 1991. He then relocated to Milwaukee, Wisconsin to join the Brigden & Petajan law firm. He became a full-time arbitrator in 1993. He is a member of the National Academy of Arbitrators, the American Bar Association's Labor & Employment Law Section, and the Labor and Employment Research Association. He serves on various arbitration panels including the American Arbitration Association, the Federal Mediation and Conciliation Service, the Illinois Employment Relations Board, the Oregon Employment Relations Board, and the Wisconsin Employment Relations Commission. A graduate of Boston University, St. John's University and New York University, Arbitrator Dichter holds a B.S., a Juris Doctor, and an LLM. He now resides in Vero Beach, Florida, and is a member of the NAA Southeast Region.

JACQUELIN F. DRUCKER, ESQ.
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Jacquelin F. Drucker maintains a national and international practice devoted exclusively to the arbitration of labor, employment, and commercial cases. Ms. Drucker is a former Governor of the National Academy of Arbitrators (NAA) and is listed on numerous major national and local panels, including the Employment, Labor, Commercial, and Class Action panels of the American Arbitration Association (AAA). She serves as a permanent labor arbitrator under dozens of collective bargaining agreements in the private and sectors, and she works in a wide variety of industries, including law enforcement, education, manufacturing, health care, entertainment, utilities, mining, mass transit, financial services, retail, trucking, airlines, pharmaceuticals, chemicals, and warehousing, to list only a few. In handling cases that arise under various ADR systems and pursuant to individual employment contracts, Ms. Drucker has arbitrated disputes involving claims of all forms of statutory discrimination, whistleblower, and wage-and-hour issues. She has heard hundreds of cases involving alleged breaches of individual employment contracts, non-compete clauses, trade secret provisions, and anti-poaching restrictions involving CEOs, sales agents, physicians, entertainers, attorneys, securities brokers, scientists, and other personnel. She also arbitrates ERISA and MPPAA matters.

Ms. Drucker is on the adjunct faculty of Cornell University School of Industrial and Labor Relations and the Scheinman Institute on Conflict Resolution, where she teaches programs on labor arbitration, employment arbitration, mediation, sexual harassment, and employment law. Previously, she served for several years as Cornell ILR's Director of Programs for Neutrals. Recognized as an effective trainer of arbitrators as well as advocates, she designed and led the AAA's initial training programs for its Employment Arbitration Panel and remains active in training arbitrators in the employment, labor, and commercial arenas, through both the AAA and the Scheinman Institute.

In a career spanning more than 30 years in labor and employment law, Ms. Drucker practiced law on the management side, spent several years as a union lobbyist, and, before relocating to New York City in 1990, served as the General Counsel, Vice Chair, and Executive Director of the then-newly formed Ohio Employment Relations Board. Ms. Drucker has written and lectured extensively on arbitration, labor and employment law, and ADR. She also has played leadership roles in numerous professional organizations, having served as Chair of the New York State Bar Association's Labor and Employment Law Section, Neutral Co-Chair of the ABA Labor and Employment Law Section's Committee on ADR in Labor and Employment Law, and Chair of the Labor Relations and Employment Law Committee of the New York County Lawyers' Association. A former Governor of the National Academy of Arbitrators, Ms. Drucker served in 2009 and 2010 as the Chair of the New York Metropolitan Region of the NAA and also was the Chair of the 2006 NAA Annual Meeting. She currently chairs the NAA's Employment Arbitration Committee. Arbitrator Drucker also serves as a member of the Board of Advisors of Cornell University's Scheinman Institute on Conflict Resolution. She was inducted in 2003 as Fellow of the College of Labor and Employment Lawyers and has served on its Second Circuit Credentials Committee. In 2014, Arbitrator Drucker was elected to a second term on the Board of Directors of the AAA, and, in 2016, she was elected to the Council of the American Arbitration Association.

Lew Drass is Vice President of the National Association of Letter Carriers, AFL-CIO. He is responsible for the oversight of the Grievance-Arbitration process from the National Level. His oversight of the arbitration process is all encompassing and ranges from training new advocates and reviewing arbitration decisions, to signing arbitrator contracts and the review of arbitrator invoices and authorization of payment.

Lew began his postal career in 1977 and has worked in Maryland and Alabama. He has been a union activist from the early years of his employment with the Postal Service serving as a Shop Steward in Maryland. He transferred to Huntsville, AL in 1989. He was elected president of Branch 462 in 1993 and served in that capacity for 10 years. He also began serving as an Arbitration Advocate in 1997. He was elected to serve as the National Business Agent for Region 8 (Alabama, Louisiana, Mississippi and, Tennessee) in 2002 and served in that capacity for eight years.

In 2010 Lew was elected national Director of City Delivery by accumulation at the 67th Biennial Convention in Anaheim, CA. In 2013, Drass was appointed national Vice President to fill a vacancy and was elected to a full term for that position in 2014.

One of his goals as NALC vice president—"besides world peace," he says with a laugh, "is to make our grievance procedure work better than it already does and to ensure that the best possible representation is provided to every Letter Carrier."

John English
Regional Vice President
American Arbitration Association

John English is the District Vice President for the Labor, Employment and Elections Division of the American Arbitration Association domiciled in San Diego, California. In addition to overseeing the Division's business outreach efforts in eleven Western States, Mr. English also manages the day-to-day operations of the Division's Labor and Employment Roster of Neutrals, including panel recruitment. He is distinguished honor graduate of Pepperdine University's Graziadio School of Business and Management, with an emphasis on Organizational Behavior. Mr. English, a trained mediator, has also been a featured speaker on the subject of ADR before a long list of bar associations, trade associations and labor and management organizations. Mr. English proudly served eleven years in the United States Air Force and the California Air National Guard.

**Richard D. Fincher, NAA
Mediator/Arbitrator
Workplace Resolutions LLC
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Richard D. Fincher is the Managing Partner of Workplace Resolutions LLC, serving as a full-time mediator and arbitrator. He has been appointed to the Labor, Commercial, Mass Claims, Elections, and Employment Panels of the American Arbitration Association. He serves on the labor arbitration panel for FMCS and the National Mediation Board, and is an elected member of the National Academy of Arbitrators (NAA).

Richard's primary practice includes labor and employment arbitration. He is the Former Chairman of the Phoenix Employment Relations Board (PERB) and is currently Chair of the Public Safety Retirement Board (PSPRB) for the Town of Paradise Valley, Arizona. He is a permanent panelist for several city, state and federal agencies.

He is an Adjunct Instructor at the Scheinman Institute on Conflict Resolution at Cornell University, teaching in neutral education and student clinical programs. In 2013, he was appointed as Executive Director of the Asian Labor Arbitration Project (ALAP). From 2009 to 2014, he served as a USAID Scholar in Workplace Dispute Resolution for the country of Vietnam. In 2015, he received a Fulbright Scholarship to teach ADR in Vietnam.

Richard is a former National Board Member for the Labor and Employment Relations Association (LERA), the Association for Conflict Resolution (ACR), and the ABA Dispute Resolution Section (ABA-DRS). He has authored several journal articles on labor arbitration and employment mediation, and is co-author of the textbook "Emerging Systems for Managing Workplace Conflict," published by Jossey-Bass.

Richard holds a degree from Cornell University, and was employed by the American Arbitration Association in Washington, D.C. He holds a law degree from the DePaul University College of Law, having interned for Region 13 of the NLRB, and attended Cambridge University, England. He practiced labor and employment law in California, Illinois, and Arizona. His office is 480-991-9479, and his email is rdf@workplaceresolutions.com.

Lise Gelernter arbitrates and also teaches Arbitration, Employment Discrimination and sometimes Administrative Law at the University at Buffalo School of Law. Her path to a career in arbitration started during a summer internship in New York City=s Office of Labor Relations. After college and a few years working (including a year as an organizer for the ILGWU), Lise (pronounced just like Lisa) attended and graduated from law school (New York University). After working at a law firm in Washington, DC, she then went on to work as a Legislative Counsel in Washington, and an Assistant Counsel to New York State=s Governor, Mario Cuomo. After a stint as the Deputy Commissioner and Counsel for the New York Department of Labor, Lise went into private practice again at a law firm in Albany that represented a correction officers union and represented the union in many arbitration cases. After leaving the law firm, then teaching for a semester at Brandeis University, Lise began teaching and arbitrating in Buffalo in 2001. Her paper, *How Much Power Does a Labor Arbitrator Have? What the Latest Court Decisions Mean for Arbitrators, Employers, Unions and National Labor Policy*, was part of the NAA=s 2011 Proceedings. As a member of the National Academy of Arbitrators, Lise has served on several committees and worked as a co-editor on the publication of the NAA Proceedings for 2016.

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Mark Gisler Biography

Mark Gisler is a partner in the Washington, DC law firm of Peer, Gan and Gisler LLP. He received his undergraduate degree from Oregon State University and his J.D. degree from The American University and his L.L.M from Georgetown University. Mark began his legal career with the National Labor Relations Board, Enforcement Division, Special Litigation Branch, where he served as a trial attorney for nine years. During that time, Mark served on a detail assignment in the White House in former Vice President Al Gore's legal counsel's office. Shortly thereafter, Mark followed his wife to Malta in connection with her job as chief of staff to the U.S. Ambassador, where they lived for two years. In Malta, Mark helped with co-production treaties and financing for the Maltese film industry. Upon his return to DC, Mark has been a labor and employment lawyer in private practice, including on behalf of the National Rural Letter Carriers' Association, since 2002.

PAUL GODIN - KATALYST RESOLUTIONS

Paul D. Godin is the owner and principal of Katalyst Resolutions, with expertise in mediation, negotiation, ombuds and workplace investigations, conflict management systems design, workplace restoration and workplace/conflict coaching. Paul is one of the most experienced professional negotiation and dispute resolution trainers in the world. Based in Victoria, but operating across Canada and internationally, Paul is a lawyer, mediator, trainer, conflict coach, and investigator.

Training

Paul has designed and led more than 400 courses on negotiation, dispute resolution, and conflict management system design worldwide for organizations including BDO, Qantas, CBC, Scotiabank, TD Bank, Hill & Knowlton, General Dynamics, the Trade Union Congress of the Bahamas, Mattel, INCO, YUM Brands, the judiciary of Trinidad and Tobago, Alliance Atlantis, Ontario Power Generation, the Chartered Institute of Arbitrators, AECON, AECL, the UN, the governments of Canada, Australia, Bermuda, Ethiopia, St. Lucia, Trinidad & Tobago and others. Paul has lectured in Negotiation and Alternative Dispute Resolution (ADR) at the U. of Toronto, U. of Oregon, and U. of Windsor Law Schools. He has also taught contracting principles to project and contract managers for major corporations.

Prior to entering law, Paul obtained a B.A. (Anthropology) and a B.Sc. (Geology) with High Distinction from the University of Toronto (U of T), followed by two years of geology post-grad work at the U. of Southern California on a full 'National Science and Engineering Research Council 1967' Scholarship. He received an LL.B. in 1995 from the University of Toronto Faculty of Law, where he was on the Dean's List and a scholarship holder. At the U of T, Paul was the International Bar Association's Client Counseling Competition World Champion, an award-winning mooter, varsity water polo player, and represented the U of T in its inaugural year in the ABA Negotiation competition. Paul articulated at Osler Hoskin & Harcourt in Toronto, and began his legal practice in 1997 with the Toronto litigation boutique of Rogers Moore, working in many areas of law.

Mediation and Alternative Dispute Resolution Services

As a litigator, Paul appeared before the Ontario Courts, the Ontario Court of Appeal, and the Financial Services Commission of Ontario. Since 2001, he has focused full time on an ADR practice, mediating disputes in insurance, banking, commercial contracts, agriculture, sports, environmental issues, personal injury, professional liability, negligence, and accident benefits.

Paul is a roster mediator with the Ontario Mandatory Mediation Program–Toronto, the Court of Arbitration for Sport (Lausanne), the Ontario Energy Board, the Sport Dispute Resolution Centre of Canada, A.A.N.D.C. (Aboriginal Issues), ICOM/WIPO, the Trinidad & Tobago Mediation Board, the Labrador Inuit Land Claims Agreement DR Board, the Civil Roster of Mediate BC. Paul is designated a Chartered Mediator by the ADR Institute of Canada. He has special expertise in insurance, personal injury, contract, sports, labour relations, agriculture, and aboriginal issues.

From 2009 to 2017, Paul acted as a banking ombuds investigator with ADR Chambers Banking Ombuds Office.

Recently, Paul conducted one of the largest industry mediations in Canada, assisting parties in an historic restructuring process as a forward-looking approach to optimize value and minimize conflicts.

Paul was identified in Who's Who Legal: Canada as one of Canada's top commercial mediators in both 2012 and 2015. "Paul Godin is a facilitative mediator "well versed" in helping parties analyse their goals and make informed decisions. Godin is "first rate" in insurance, professional liability, contract, employment and construction cases."

On the Canadian Bar Association's ADR Section Executive (and formerly on the Ontario Bar Association ADR executive), Paul has played a significant role on legal task forces making recommendations on the Ontario Commercial Mediation Act, mandatory mediation rules, judicial mediation, employment law reform, insurance mediation, and youth violence.

Paul has worked on workplace coaching models and has taught workplace coaching on numerous occasions.

Publications

Paul has written peer-reviewed papers and articles on the Charter of Rights and Freedoms, mediation, sports mediation, negotiation, and geology, including the book chapters, "Principles of Negotiation" and "A Practical Guide to Conflict Management System Design" in the LexisNexis *Alternative Dispute Resolution Practice Manual*, as well as "*Sport Mediation: Mediating High Performance Sports Disputes*" in Harvard's **Negotiation Journal** (33:25-51 2017).

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The Honourable Sheila Greckol was elevated to the Alberta Court of Appeal in 2016 after serving as a judge on the Alberta Court of Queen's Bench from 2001. Prior to her appointment to the bench, Madame Justice Greckol was a prominent labour lawyer, representing unions and workers for 25 years. In that capacity, she was involved in several landmark cases before the Supreme Court of Canada, especially with respect to discrimination and human rights. As a practicing labour lawyer, she has years of experience in arbitration.

In 2017, Justice Greckol was appointed to the Alberta Court of Appeal. She is also involved in international development, with National Judicial Institute projects training judges in Peru, Chile, Ukraine and Jamaica.

Tracey Henry is a partner at Cavalluzzo, a prominent union side law firm based in Toronto. Tracey joined the firm as an associate in 2002, after articling with the firm. Tracey's practice covers all aspects labour law, including construction labour law, and the law of bankruptcy and insolvency as it relates to employees and trade unions. Tracey has extensive experience providing representation and advice to private sector and public sector unions in collective agreement negotiations, grievance arbitration and in matters before the Ontario Labour Relations Board, the Canada Industrial Relations Board and other administrative tribunals. Tracey also advises and represents pension and benefits trusts in litigation under the *Construction Lien Act* and represents union stakeholders in insolvency proceedings.

Joshua M. Javits is a neutral mediator and arbitrator. He is a member of the National Academy of Arbitrators, on the rosters of the AAA, FMCS, NMB, and serves on numerous permanent arbitration panels. He served on four railroad Presidential Emergency Boards. He was Chairman and Member of the National Mediation Board from 1988 to 1993. He was Grievance Chair for the International Monetary Fund from 2007 to 2011. He was the President of the National Association of Railroad Referees (2014-16).

He represented labor unions and management -- at different times -- in the past, and began his career as a trial attorney with the National Labor Relations Board. Mr. Javits was an adjunct professor at the Georgetown University Law Center where he taught courses in arbitration, transportation labor law and alternative dispute resolution. He has been rated "AV" -- the highest rating -- by Martindale Hubbell's *Best Lawyers in America* since 2001. He is a graduate of Yale College and Georgetown University Law Center.

William J. Johnson, Q.C. – Chair, Alberta Labour Relations Board

Mr. Johnson has practiced labour law in Alberta for 30 years. Bill has a diverse background in labour and employment law with exposure to numerous sectors of the economy (retail, industrial, health care, public sector, transportation, entertainment, communications, education, construction and utilities). In 2002, the Province of Alberta appointed Bill as a Queen's Counsel, and in 2011, he was inducted into the College of Labor and Employment Lawyers. Bill has been frequently listed in LEXPERT magazine to the Leading 500 Lawyers in Canada in the area of employment and labour law. Bill was appointed in 2013 for a three-year term as a member of the Alberta Human Rights Commission. In the 2016 Chambers Canada, Canada's Leading Lawyers for Business journal, the authors comment on Bill states, "William Johnson commands 'a national reputation' as a 'highly sophisticated' and 'very well respected' employment lawyer".

PAULA KNOPF

PAULA KNOPF ARBITRATIONS LTD.

As an arbitrator and mediator, Paula Knopf has been active in labour relations and dispute resolution in the private and public sectors since 1980, conducting rights and interest mediations and arbitrations. She is a Past President of the Ontario Labour Management Arbitrators Association. She is an active member of the National Academy of Arbitrators, having served as the Chair of its Professional Responsibilities and Grievances Committee, Co-Chair of the 2015 and 2016 Fall Education Conferences, Chair of the 2015 Nominations Committee and serving on several other committees and panels.

Since 2007 she has been Director of the Ontario Ministry of Labour's Arbitrator Development Program. She served as Chair of the Education and Colleges Relations Commissions from 1991 - 1997. In 1996 she was appointed by the Federal Minister of Labour to act as one of the three members of the Task Force that made the recommendations that formed the basis of Part One of the *Canada Labour Code*.

She has also served as a part-time Vice-Chair of the Ontario Labour Relations Board and the Grievance Settlement Board of Ontario.

She is named as a roster arbitrator in several collective agreements. She has been an adjunct professor at Osgoode Hall Law School, York University, having taught Labour Arbitration, coached the Labour Law Mooting Teams and supervised several Masters theses.

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LISA SALKOVITZ KOHN has been a full-time arbitrator and mediator since 1991, specializing in labor-management, employment, and discrimination disputes throughout the United States.

A member of the National Academy of Arbitrators since 2002, Ms. Kohn serves on the arbitration rosters of FMCS, AAA, NMB, state PERBs and many other labor-management arbitration panels in the public and private sectors. She has resolved disputes in such areas as education, police, fire fighters and other federal and state public employment, as well as coal mining, transportation, utilities, heavy and light manufacturing, entertainment and gaming, health care, and service industries. Her arbitration awards may be found in publications of BNA, CCH and LRP, among others. Ms. Kohn also arbitrates and mediates employment disputes outside the traditional labor-management environment. She has mediated for the USPS, the EEOC, the Illinois Department of Human Rights, and private disputants, and is a member of the grievance mediation roster of Mediation Research and Education Project, Inc. She served for many years as a Hearing Officer and Conciliator (mediator) for the Chicago Commission on Human Relations and for the Cook County (Illinois) Commission on Human Rights.

Ms. Kohn frequently lectures on traditional labor-management arbitration topics, and on employment discrimination and other statutory claims in arbitration. She trains advocates and neutrals in arbitration and mediation ethics, skills and techniques. A native of Washington, DC, and a graduate of Harvard University and Boalt Hall School of Law at the University of California at Berkeley, Ms. Kohn has served on the Board of the National Academy of Arbitrators Research and Education Foundation and on numerous committees of the NAA. She has been an active member of the Labor and Employment Research Association (LERA), the Association for Conflict Resolution (ACR), and the Labor and Employment Section and the Dispute Resolution Section of the American Bar Association.

Howell L. Lankford (hll@iname.com, 503-349-3842) has been in private practice as a full-time labor relations arbitrator and mediator since 1984 (after being an ALJ for the Oregon Employment Relations Board from 1979 to 1984). He is a past Governor and a past Northwest Regional Chair of the National Academy of Arbitrators, a past Chair of the Oregon State Bar Labor & Employment Law Section, founder and past Editor of the *Washington Labor Law Digest*, past Editor of the annual University of Oregon PERC Casebooks and of the LERC Monograph series, including *Individual Statutory Rights of Represented Employees*, author of the Oregon State Bar *Public Sector Labor & Employment Law* CLE chapter on enforcing public sector collective bargaining agreements (1990, 1994, 1997, 2002, & 2011). He is on the public panels of the FMCS, AAA and of labor relations agencies in Washington, Oregon, Montana, and Hawaii and is on a variety of limited panels throughout the Northwest, including: State of Alaska & APEA; State of Alaska & ASEA; State of Washington & WFSE; State of Oregon & SEIU (sole classifications arbitrator between those parties); Anchorage School Dist. & Teamsters; Oregon State Hospitals (nurse units) & AFSCME; Oregon Health Science University & AFSCME; Oregon Health Science University & Oregon Nurses Assn.; University of Washington & SEIU; IAM and Boeing; and ATC & The FAA (Prearb Panel). He holds a BA from Reed College, an MA (K.Phil.) from Northwestern University (Evanston, IL), and a JD from the University of Oregon and has taught philosophy (University of Alabama) and labor law and arbitration (University of Oregon LERC and AAA). He presents workshops throughout the year for the AAA, the Oregon LERC, and for any interested organization, on either side of the isle, at no cost other than expenses.

DAVID B. LIPSKY

David B. Lipsky is the Anne Evans Estabrook Professor of Dispute Resolution in the School of Industrial and Labor Relations, Adjunct Professor of Law, and Stephen H. Weiss Presidential Fellow at Cornell University. He is the former Director (1996-2016) of the Scheinman Institute on Conflict Resolution at Cornell University. He served as the national president of the Labor and Employment Relations Association (formerly the Industrial Relations Research Association) in 2006. In his research and teaching activities he primarily focuses on negotiation, conflict resolution, and collective bargaining. Lipsky served as dean of the School of Industrial and Labor Relations at Cornell from 1988 until 1997 and has been a member of the Cornell faculty since 1969. He received his B.S. in 1961 from the ILR School at Cornell and his Ph.D. in economics from M.I.T. in 1967.

Lipsky is the author of over eighty articles and chapters in books, and the author or editor of eighteen books and monographs. He is the co-author (with Ronald L. Seeber and Richard D. Fincher) of *Emerging Systems for Managing Workplace Conflict*, published by Jossey-Bass in April 2003. He is also the co-editor (with [Thomas A. Kochan](#)) of *Negotiations and Change: From the Workplace to Society*, which was published by the Cornell University Press in February 2003. He is also the co-editor (with Ariel C. Avgar and J. Ryan Lamare) of *Managing and Resolving Workplace Conflict*, published by Emerald Group Publishing in 2016.

He was selected as a Fellow of the Labor and Employment Relations Association for his "exceptional contributions to the study of Labor and Employment Relations" in 2009. He was a member of the inaugural class of Fellows of the National Academy of [Human Resources](#) and has served on the Academy's Board of Directors. Currently, he is a Trustee of the Academy's Foundation. In 1998 he was the recipient of the Judge William B. Groat Alumni Award for professional accomplishment and service to the School of Industrial and Labor Relations at Cornell. He received the General Mills Foundation Award for Achievement in Teaching from the ILR School in 2003 and the General Mills Award for Exemplary Graduate Teaching from the ILR School in 2011. In 2012 he was awarded a Stephen H. Weiss Presidential Fellowship "for effective, inspiring and distinguished teaching of undergraduate students and for outstanding contributions to [undergraduate education](#)." In 1997 the New York State Senate passed a resolution honoring Professor Lipsky "for his distinguished contributions as Dean of the School of Industrial and Labor Relations [at] Cornell University."

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1979	M.A., University of Toronto
1982	LL.B., J.D., Osgoode Hall Law School
1984	Called to Bar – Law Society of Upper Canada
1982 – 1989	Articling Student/Associate Hicks Morley Hamilton Stewart Storie, LLP.
1989 – January 1994	Partner Hicks Morley Hamilton Stewart Storie, LLP.
1995 – January 1998	Co-Chair, Employment & Labour Law Group Lang Michener, LLP.
1998 – Present	Sole Practitioner Lawyer, Arbitrator and Mediator
May 1999 – Present	Appointed to List of Arbitrators under the Ontario <i>Labour Relations Act, 1995</i>
2002 – 2006	Part-Time Faculty University of Toronto at Scarborough (Business Negotiations and Dispute Resolution)
2002 – Present	Appointed to List of Adjudicators and Referees under Part III of the <i>Canada Labour Code</i>
October 2013 – Present	Appointed Vice Chair/Arbitrator of Ontario Grievance Settlement Board
Organizations	Member of Ontario Labour Management Arbitrators Association (since 1999); and National Academy of Arbitrators (since 2009)

Elizabeth MacPherson

Elizabeth MacPherson has been in private practice as a mediator and arbitrator since 2015. She was Chair of the Canada Industrial Relations Board from 2008 to 2014 and served as Director General of the Federal Mediation and Conciliation Service (Canada) from 1999 until her appointment to the CIRB. Elizabeth holds a B.A. in Industrial Relations from McGill University and an LL.B. and LL.M. from the University of Ottawa. In 2012, she was awarded the Queen Elizabeth II Diamond Jubilee medal for her contribution to labour relations in Canada.

Martin H. Malin

Martin H. (Marty) Malin is Professor of Law and Director of the Institute for Law and the Workplace at IIT Chicago-Kent College of Law. He joined the Chicago-Kent faculty in 1980 after serving for two years on the business law faculty at The Ohio State University and two years as law clerk to U.S. District Judge Robert DeMascio in Detroit. He has been a Visiting Professor at the University of Michigan Law School. He has published more than 70 articles and six books.

Marty is a fellow of the College of Labor and Employment Lawyers and served on its Board of Governors from 2011 through 2016. An arbitrator and mediator since 1984, Marty served as a Vice President of the National Academy of Arbitrators from 2015 to 2017. He also currently serves on the Board of the North American Branch of the International Society for Labour and Social security Law. He is a former Secretary of the ABA Section on Labor and Employment Law and a former Chair of the Association of American Law Schools Section on Labor Relations and Employment Law. He is a member of The Labor Law Group and a former member of its Executive Committee. In 2016 he received the ABA's Arvid Anderson award for lifetime contributions to public sector labor law.

In 2009, President Obama appointed Marty as a Member of the Federal Service Impasses Panel. President Obama reappointed Marty to a second five year term in 2014, where he served until President Trump removed him and the other Obama appointees in May 2017. From 2003 to 2008, he was the reporter for the Neutrality Project of the Association of Labor Relations Agencies, which produced a mini-treatise on labor board and mediation agency impartiality. From 1984-1986, he served as a consultant to the Illinois Educational, Local and State Labor Relations Boards and drafted the regulations implementing the newly-enacted Illinois Educational and Public Labor Relations Acts. For several years, Marty has taught the FMCS's Becoming a Labor Arbitrator course.

ALEXANDRE T. MALTAS Direct line: (604) 891-7235
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Alexandre Maltas joined Whitelaw Twining in 2007. He practices primarily in the areas of insurance law, construction law, commercial and employment litigation and sports law. Alex is the head of the firm's Professional Liability Practice Group. Alex routinely defends architects, engineers and other design professionals. Alex also provides risk management and coverage advice in respect of design professionals. Alex also has experience with acting for professionals in a wide variety of disciplinary proceedings.

Alex's insurance law practice focuses on insurance coverage disputes, subrogated claims and property damage/business loss claims.

Alex's construction law practice includes tendering disputes, construction contract and workmanship disputes, delay and extra claims, builders liens, construction insurance, and surety and bonding claims. Alex also has extensive experience with new home warranty claims, coverage issues and recoveries.

Alex also has a broad corporate/commercial litigation experience, including acting in contractual disputes, obtaining injunctive relief and acting in shareholder disputes. Alex has also acted on behalf of employers and employees in wrongful dismissal and human rights matters.

Alex also regularly acts for the Canadian Centre for Ethics in Sport Anti-Doping hearings and for other individuals and organizations in sport related matters. He has appeared before the SDRCC and CAS in sporting disputes and routinely provides advice to individuals and organizations on sport governance, disciplinary matters, risk management and related matters. He has also written and presented on anti-doping and other sports law topics.

Alex has experience before all levels of the British Columbia Courts as well as before all levels of the Alberta, Ontario and Federal Courts, the Tax Court of Canada and various administrative tribunals.

Education L.L.B., University of Ottawa, 2004 B.A. (Honours), Gold Medalist, University of Western Ontario, 2000

Professional Memberships & Affiliations Called to the British Columbia Bar in 2007 Called to the Ontario Bar in 2005 Member of the Canadian Bar Association Construction Law and Civil Litigation Sections Member of the Advocates Society

Publications *"Significant Changes to the 2015 World Anti- Doping Code"*

"Multiparty Construction Litigation – the Game has Changed"

"BC Court of Appeal Permits Set Off Against Lien Holdback Account", October 2009

"The Role and Liability of the Consultant on a Construction Project"

"Liability for Field Review"

"Overview of Builder's Risk Insurance"

Limitations: Change is Coming"

Recognition

Listed in the *Best Lawyers* in Canada 2018 (Construction Law)

Interests

When not at the office, Alex enjoys spending time with his young family. He also plays golf, attempts to play basketball

William A. Marcotte has been arbitrating since 1982 and a member of the National Academy of Arbitrators since 1998. His previous experience in labour relations include union negotiator, management negotiator, fact finder, and mediator, which latter function he continues to use extensively in his arbitration practice. In relation to the broader collective bargaining context, his doctoral thesis (University of Toronto, 1980) examines how negotiators negotiate collective agreements. He is the sole author and co-author of a number of government commissioned reports on collective bargaining structures. He taught post-graduate level courses on collective bargaining at the University of Toronto and University of Western Ontario.

ANGIE MCKEE

Angie McKee is an attorney and labor arbitrator from Dallas, Texas. She has been arbitrating since 2012 and has spent years interning with many National Academy members around the US. Angie is on the FMCS and NMB arbitrator panels, and has served on several Postal panels. She also teaches arbitration and workplace conflict resolution courses at the University of North Texas. Angie received a JD/MBA from the University of Texas at Austin.

William L. McKee

Bill McKee grew up in a Missouri Ozarks farm family that moved to town for work on the railroad. He is Professor Emeritus of Applied Economics at the University of North Texas, member of the National Academy of Arbitrators, and former chair of the Southwest/Rockies Region of the NAA. Bill recently completed a term on the NAA's Board of Directors.

After completing his degree in economics, he served a post-doctoral appointment at the Brookings Institution in Washington, D.C. Bill is a founding member of the Texas Labor-Management Conference and the Texas Mediator Credentialing Association. At UNT he served as Professor of Applied Economics, Executive Assistant to the Chancellor, Academic Integrity Officer, Faculty Athletic Representative to the NCAA, and chair of his department. He founded the Master's Program in Labor and Industrial Relations, Interdisciplinary Minor in Alternative Dispute Resolution, Denton County Disputer Resolution System, and the Academic Integrity Office.

A labor and employment arbitrator on panels of the AAA, FMCS, NMB, and U.S. Olympics, he has arbitrated/mediated disputes in virtually all industries and sectors of the US economy on a wide range of issues. His arbitration experience includes several complex cases in the airlines industry, including interest, scheduling, and subcontracting disputes. Bill also arbitrated a large, complex international construction dispute for the AAA International Centre for Dispute Resolution as the single arbitrator. He is an appointed panel arbitrator for several employers and unions.

He was selected as Faculty Athletic Representative of the Year by the All-American Football Foundation in 2003. In 2004 he was elected to the Texas Labor Management Conference Hall of Fame. Bill served two years on active duty in the US Army and five years in the Army Reserve and National Guard.

RICHARD McLAREN, O.C., D.D.

Professor of Law, Western University – Canada

Counsel, McKenzie Lake Lawyers LLP

Founder of Innovative Dispute Resolution Ltd.

Chief Executive Officer of McLaren Global Sport Solutions, Inc.

An internationally recognized expert in sports law and arbitration, Professor Richard McLaren has spent his career working at the highest levels to protect the integrity of sports.

Professor has lent his expertise across multiple sports. He has served with distinction in his dealings with salary arbitrations and Player/Agent disputes. He was a consultant in the investigation into the illegal use of steroids and other performance enhancing drugs in Major League Baseball. He is currently an Anti-Corruption Hearing Officer for the Tennis Integrity Unit and President of the European Basketball Arbitral Tribunal. As a member of the World Anti-Doping Agency's 2015 Independent Commission, he examined systemic doping and corruption in Russian athletics. In 2016, he led the investigation into allegations of sample tampering at the 2014 Sochi Winter Olympics.

Richard is a professor of Law at the Western University in London, Ontario; Chairman Emeritus Advisory Board, National Sports Law Institute at Marquette University; and Special Advisor to Strauss Institute for Dispute Resolution, Pepperdine University. He is also Counsel to McKenzie Lake Lawyers LLP and has extensive practical experience as a commercial arbitrator and mediator.

Professor McLaren is a recipient of the Order of Canada by appointment of the Governor General of Canada, one of the country's highest civilian distinctions. He is also the recipient of the Board of Governors' Recognition of Achievement Award, Canada Awards for Excellence and was recently presented with the Master of the Game Award.

Kathleen Miller, President of the National Academy of Arbitrators 2017-2018, is based in Philadelphia. She has been a full-time labor and employment arbitrator and mediator since 1987 and has served on numerous permanent panels in the private and public sectors, including in the steel, shipbuilding, soda ash, rubber and iron ore industries, as well as transit, education and state and municipal government. A graduate of the University of Pittsburgh School of Law, she has taught courses in ADR in the Workplace at her alma mater, as well as the Pennsylvania State University. She speaks frequently at conferences and has appeared as guest lecturer at many universities and law schools. Arbitrator Miller also is a fellow of the College of Labor and Employment Lawyers.

Michael R. Mlakar

As Manager, Contract Compliance for the US Postal Service, Mike Mlakar has oversight of the offices of Contract Compliance, Field Labor Relations and Strategic Complement Reassignment. Mike's groups are responsible for providing the field with guidance on the proper application of the union contracts, achieving the goals of the Labor Relations department, labor relations training, and complement staffing and realignment. Mike has over 30 years of experience in labor relations, managing departments at every level of the organization and assisting in the negotiations of the collective bargaining agreements and arbitrator panel selections.

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SHORT BIO

Luella Nelson is a member of the Oregon State Bar and State Bar of California. She practices as an arbitrator, mediator and fact finder, primarily in labor-management and employment disputes. She is listed on panels by the Federal Mediation and Conciliation Service, American Arbitration Association, National Mediation Board, and state and local agencies in Oregon, Washington, California, Montana, Nevada and Alaska.

Luella is the Legal Representation Fund Alternate Coordinator for the National Academy of Arbitrators (“NAA”). She is on the Board of Governors of the College of Labor and Employment Lawyers. She is the past Chair of the Northwest Region of the NAA; past Chair of the Labor and Employment Law Sections of the Oregon State Bar, the State Bar of California, and the Bar Association of San Francisco; and former member of the Executive Committee of the Alternative Dispute Resolution Section of the Oregon State Bar. She is also former president of the Oregon Chapter of the Labor and Employment Relations Association; former Vice-Chair and member of the Board of Directors of the Northern California Chapter of the Association for Conflict Resolution; and former adviser to the California Public Employee Relations Program at University of California.

Luella is a frequent CLE speaker. At the request of the FMCS and the Chinese Ministry of Personnel, she conducted a seminar on personnel dispute resolution in Beijing, China, in October 2007.

Luella’s hobbies include hiking, bicycling, gardening, and music. And herding cats.

Luella can be reached at Luella.Nelson@SBCGlobal.net

Sara Nelson

International President

Association of Flight Attendants-CWA, AFL-CIO

Sara Nelson took office as the International President of the Association of Flight Attendants-CWA, AFL-CIO on June 1, 2014, having served as International Vice President from January 2011 through May 2014.

Sara became a United Airlines Flight Attendant in 1996 and has been a union activist since nearly the beginning of her flying career, including leading communications for nearly 10 years at AFA's United chapter. Sara is passionate about her union's historic work to build the Flight Attendant profession and AFA's continued mission to achieve fair compensation, job security, and improved quality of life for aviation's first responders as well as a safe, healthy and secure aircraft cabin for passengers and crew alike. As an international officer, she helped steer the US Airways/America West and United/Continental/Continental Micronesia merger contract negotiations to successfully ratified agreements.

Among accomplishments in Washington, DC, Sara led the 90-day campaign to reverse national security policy to keep knives and other weapons off planes. She also crafted the campaign for "100,00 Eyes in the Skies" and in 2016 achieved mandatory training for Flight Attendants to recognize and report human trafficking. She helped coordinate a historic joint relief mission with AFL-CIO unions and United Airlines to bring over 300 skilled workers and relief supplies to Puerto Rico in the wake of Hurricane Maria.

Sara testified before both the House and the Senate in 2017 on the state of the airline industry. Recently, she has served as a leading voice on issues facing women in the workplace and across the country.

Sara grew up in Corvallis, Oregon and earned a bachelor's degree from Principia College with majors in English and Education before joining United Airlines as a Flight Attendant. Sara remains qualified as a current Flight Attendant while serving as International President and served as a voluntary working crewmember on the Puerto Rico relief flight. She resides in the DC area with her husband, David Borer and son Jack.

DAN NIELSEN is a mediator and arbitrator, with a practice based in Illinois and Wisconsin. Dan is a graduate of the University of Wisconsin Law School. Dan worked for nearly 30 years for the State of Wisconsin, primarily as a mediator, arbitrator and hearing examiner with the Wisconsin Employment Relations Commission. He also served as an Assistant Professor of Labor and Industrial Relations in the Business School of UW – Parkside, and as Director of the school's LIR Degree Program.

Dan has been a member of the National Academy of Arbitrators since 1991. He is a former Vice President of the Academy, and currently chairs the Committee on Professional Responsibility and Grievances. He has previously served as the co-chair of the American Bar Association's Committee on State and Local Collective Bargaining and Employment Law, and as President of the Association of Labor Relations Agencies. He is also a Fellow of the College of Labor and Employment Lawyers. Dan is married to Jacalyn Zimmerman, a fellow arbitrator who is better than him in every way.

Carmen Parcelli is an attorney with Guerrieri, Clayman, Bartos, Parcelli & Roma in Washington, DC. She practices primarily under the Railway Labor Act (“RLA”), representing labor organizations in both the railroad and airline industries in litigation, arbitration, and collective bargaining. She also counsels union clients on internal governance issues and represents related benefit plans and trusts. Ms. Parcelli joined the firm in 1994, then as a legal assistant. After deciding to obtain her law degree, she continued to work full-time at the firm while attending law school at night. She is a graduate of Georgetown University Law School magna cum laude, Order of the Coif, and was the recipient of the John F. Kennedy Labor Law Award.

Ms. Parcelli is admitted to practice in the District of Columbia and the State of Maryland, as well as the bars of numerous federal appellate and district courts. She has litigated labor law cases throughout the United States in order to vindicate the rights of unionized employees in the workplace and those seeking union representation. She has also represented labor organizations in bankruptcy proceedings, including major airline bankruptcies such as United Airlines, US Airways, Northwest Airlines, and American Airlines. Her arbitration work has included numerous contract interpretation disputes. She has also been involved in a variety of seniority integration matters, including seniority integration arbitration conducted under the McCaskill-Bond statute.

In addition, Ms. Parcelli practices before various federal administrative agencies. In particular, she has handled numerous representation and mediation cases before the National Mediation Board. She has been counsel before several Presidential Emergency Boards (“PEB”) formed under the RLA, including acting as lead counsel to a coalition of eleven rail unions at New Jersey Transit in PEBs 248 and 249 and a coalition of eight rail unions in PEBs 244 and 245 involving Long Island Railroad. She has also appeared in matters before the Surface Transportation Board impacting the interests of rail labor, as well as handling union governance issues involving the Department of Labor and matters involving the Equal Employment Opportunity Commission.

From 2010 to 2012, Ms. Parcelli served as the Union Co-Chair of the American Bar Association’s Railway and Airline Labor Law Committee. She is a frequent presenter on a variety of topics at professional conferences, including the ABA Section of Labor and Employment Law conference, the ALI Airline and Railroad Labor and Employment Law conference, and the AFL-CIO Lawyers Coordinating Committee conference. She holds a M.A. degree in Medieval Studies from The Catholic University of America, and a B.A. from Brown University also in Medieval Studies. She is a native of the Washington, DC area and attended the National Cathedral School.

BIO

Arthur Pearlstein is Director of Arbitration at the Federal Mediation and Conciliation Service. He has a substantial background in arbitration, mediation, and negotiation, with experience as a practitioner, manager, professor, and trainer. He has previously served FMCS as a Commissioner (mediator), as General Counsel, and as head of the Agency's ADR and International Program. Arthur was also inaugural director of the Werner Institute for Negotiation and Dispute Resolution and Professor of Law at Creighton University in Omaha. He is co-author of a textbook on dispute resolution (Dispute Resolution: Readings and Case Studies), responsible for the section on arbitration, and was a contributing author of The Legal Guide to Human Resources. Arthur received his J.D. with honors from Harvard Law School, holds a master's degree in dispute resolution from the Straus Institute for Dispute Resolution at Pepperdine University in California, and a B.A. from Haverford College in Pennsylvania.

Allen Ponak has been arbitrating since 1984 and has been appointed to thousands of grievance and interest arbitration cases. With offices in Calgary and Saskatoon, he is a listed arbitrator in national and regional collective agreements, including mining, postal services, professional sports, and supermarkets.

Until 2006, Allen was a professor of industrial relations at the University of Calgary and the author of numerous research articles and books on union-management relations. From 2012 to 2015, Allen was a special lecturer in the College of Law at the University of Saskatchewan. Since 2013, he has been a member of the International Advisory Committee of the Arbitration Council Foundation of Cambodia. Allen completed his education at McGill, Michigan State University, and the University of Wisconsin.

In 2006, his film “Beyond Collision: High Integrity Labour Relations” won the Silver Screen Award (Education Category) at the Los Angeles International Video and Film Festival. In 2007, Allen received the Gérard Dion Award for contributions to Canadian industrial relations and in 2015 he was the recipient of the Bora Laskin Award for outstanding contributions to labour law. He was admitted to the National Academy of Arbitrators in 1992 and was president in 2015-16, the fourth Canadian president in the Academy’s 70 year history (the others – Michel Picher, Ted Weatherill, and H.D. Woods).

Allen is married to Daphne Taras. They have four children and two grandchildren.

Catherine Rinaldi has been the Acting President of Metro-North Railroad since July of 2017 and also serves as Executive Vice President of Metro-North Railroad, a position that she has held since January of 2015. She has oversight responsibility for the following administrative departments: Capital Programs, Customer Service and Stations, Planning, Corporate and Public Affairs, Corporate Compliance and Strategic Initiatives, Procurement, and Human Resources. In this capacity, she has ultimate responsibility for many of the customer-facing functions at Metro-North and is focused upon improving customer communications and the overall customer experience. To that end, she is leading an effort to rationalize the organization of several of these departments in order to ensure that these services are delivered more effectively and efficiently.

Prior to assuming her position at Metro-North, Ms. Rinaldi served as Chief of Staff and Counsel to the Chairman at the MTA from 2011 through 2014. In that capacity, she served as a senior adviser to current MTA Chairman Joseph Lhota and former MTA Chairman Thomas Prendergast and was responsible for administrative matters affecting the MTA Board and had oversight responsibility for MTA's Human Resources and Planning functions. She also served as Vice President and General Counsel at the Long Island Rail Road from 2008 until 2011 and as Deputy Executive Director and General Counsel at MTA Headquarters from 2003 until 2006. Before coming to MTA, she held a variety of positions in the public sector, including principal law clerk to the Chief Judge of the State of New York.

Ms. Rinaldi is a *summa cum laude* graduate of Yale College and received her law degree from the University of Virginia School of Law.

CAROL L. ROBERTS

Carol Roberts obtained her L.L. B. in 1985. She has completed Cornell University LL.M. courses in International and Comparative Law at the Sorbonne, studied International Economic Law at the University of Helsinki and has a certificate from the International Institute of Human Rights in Strasbourg.

Ms. Roberts has extensive experience as an arbitrator and mediator in a number of areas including employment, human rights, workers compensation, property assessment and sports. Ms. Roberts has also conducted harassment complaints and provided advice on conflict of interest and good governance for a number of public institutions.

Ms. Roberts is an arbitrator and mediator with the Sport Dispute Resolution Centre of Canada and the Court of Arbitration for Sport, an adjudicator with the Indian Residential Schools Adjudication Secretariat, a member of the British Columbia Employment Standards Tribunal, and a grievance arbitrator, unjust dismissal adjudicator and wage recovery referee under the Canada Labour Code. She is also a Judicial justice with the Provincial Court of British Columbia.

Before becoming an arbitrator, Ms. Roberts practiced constitutional and criminal law in Yellowknife, Northwest Territories.

Ms. Roberts was a competitive figure skater and, for over 20 years, was a figure skating judge. Ms. Roberts is a member of the Ethics Commission for the International Floorball Federation and was a member of the CAS ad hoc panel for the 2016 Olympics in Rio and the 2018 Olympics in Pyeongchang.



MARANDA W. ROSENTHAL

DIRECTOR, SENIOR ATTORNEY
AMERICAN AIRLINES, INC.

Maranda is a Director, Senior Attorney for American Airlines, Inc. She is responsible for providing legal support for labor law issues across all American's represented workgroups. Maranda joined American in 2018.

Prior to joining American, Maranda was a Director, Senior Attorney for Alaska Airlines, Inc. where she practiced as a labor lawyer providing legal support for Alaska's Pilots, Flight Attendants, and Dispatchers. Prior to this, Maranda was the Vice President and Associate General Counsel for the Americas Division of Tullett Prebon plc in New York, New York and in private practice as a management-side labor and employment lawyer in New York, New York, counseling clients on a broad range of labor and employment matters, including representation of clients in federal and state courts, and various administrative agencies.

Maranda earned a BA, *cum laude*, from the University of Washington, as well as a JD from Fordham University School of Law, where she was a member of the Fordham Law Review and the recipient of the Ann Moynihan Award for Excellence in Clinical Legal Education.

Maranda is admitted to practice in Washington State, New York State, and the Eastern and Southern Districts of New York.



Carla Siegel is Deputy General Counsel at the International Association of Machinists and Aerospace Workers (IAM) where she is involved in a wide-range of legal matters under the Railway Labor Act, the National Labor Relations Act, the LMRDA and other labor laws. Since 2010, Ms. Siegel has also worked closely with the Transportation Communications Union/IAM providing legal counsel on a variety of issues.

Ms. Siegel served as the union-side co-chair of the Railway Labor Act subcommittee of the ABA's Section of Labor and Employment Law from 2012-2015. She also is a Senior Editor for treatise *The Railway Labor Act*.

Ms. Siegel came in-house with the IAM in 2003. Prior to that, she was a Partner at Zwerdling, Paul, Leibig, Kahn & Wolly, PC., a union-side labor and employment law firm where she represented mostly police unions and public sector employees. In addition to labor matters, Ms. Siegel litigated numerous Fair Labor Standards Act cases and represented employees in EEO matters. Ms. Siegel graduated *summa cum laude* from American University's Washington College of Law in 1993.

Robert (Bob) Siegel, Partner

Bob Siegel, a former Chair of O'Melveny's Litigation Department and Vice-Chair of the Firm, is a labor lawyer who focuses his practice on representing major companies in federal court litigation under the Railway Labor Act and the National Labor Relations Act, labor negotiations, National Mediation Board and National Labor Relations Board matters, and employment law litigation and counseling. He also handles significant complex arbitrations in the airline industry, including interest arbitrations, seniority integration, subcontracting, and scheduling disputes.

Representative past and current clients include: American Airlines Group, United Airlines, Delta Air Lines, Alaska Air, Astar Air Cargo, AirTran Airways, Pan American World Airways, America West Airlines, Midwest Airlines, Spirit Airlines, Frontier Airlines, Republic Airways, Northwest Airlines, AMR Eagle, Atlas Air, Southern Air, Flying Tigers, Federal Express, Pacific Southwest Airlines, and Polar Air.

Bob has also been labor counsel to several airlines regarding mergers, asset acquisitions, and ESOP transactions. Bob is a past Co-Chairman of the American Bar Association's Railway and Airline Labor Law Committee, was a Senior Editor of The Railway Labor Act (BNA), and served on the Board of Governors of The College of Labor and Employment Lawyers.

Bob has argued significant labor law cases before the US Court of Appeals, Second, Third, Fourth, Seventh, Ninth, Tenth, Eleventh, and District of Columbia Circuits, and the Colorado Supreme Court.

Sylvia P. Skratek

Sylvia Skratek has over thirty five years of experience in negotiations and dispute resolution with an emphasis on Labor-Management and Public Policy disputes.

Dr. Skratek is a full time arbitrator and mediator in the United States and Canada with offices in Seattle Washington and Vancouver British Columbia. She serves as a permanent member of the dispute resolution panels of several industries including Major League Baseball and National Hockey League salary arbitration panels, airlines, utilities, healthcare, communications as well as federal, state and local government, school districts and universities. In addition to her U.S. panel memberships with FMCS, AAA, Washington PERC, Oregon ERB, Montana ERB and the National Mediation Board she is also on the rosters of the British Columbia Collective Agreement Arbitration Bureau (CAAB) and the Federal Mediation and Conciliation Service (FMCS) under the *Canada Labour Code*

Dr. Skratek is vice president of the Mediation Research & Education Project, Inc., a not for profit corporation located in Chicago, which promotes mediation, negotiations training, and development of cooperative labor-management relationships.

Dr. Skratek received her B.S. degree from Wayne State University in 1971, her M.L.S. from Western Michigan University in 1975 and her Ph.D. from the University of Michigan in 1985. Her doctorate areas of emphasis included public sector labor relations. She has had several articles published by such journals as the Labor Law Journal and the Negotiations Journal. She is a member of the National Academy of Arbitrators and the Arbitrators Association of British Columbia.

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Piers Steel is Professor and Brookfield Research Chair in the Haskayne School of Business, University of Calgary. With a Ph.D. in Industrial Psychology from the University of Minnesota, Professor Steel is an internationally recognized authority on motivation, work habits, procrastination, personality, and happiness. He has published over 60 articles and chapters on these topics and his book, *The Procrastination Equation*, has been translated into 12 languages and has been sold worldwide.

Professor Steel is an expert in psychometric personality testing and meta-analytic data procedures. His work is widely cited and he has been the recipient of a number of research awards including from the Society of Industrial Psychology and the American Psychological Association. In 2016 Piers was elected as an *Association of Psychological Science* Fellow, in recognition of sustained outstanding contributions to the advancement of psychological science. He is also a fellow of the Society of Industrial Psychology and the American Psychological Association.

Piers is married to Julie Horne and they have two sons.

DAN SWEDLOW

Dan Swedlow is a labor lawyer with an unusual background. He has spent time as in-house counsel and outside counsel for both Labor and Management. These days Dan exclusively represents employers on labor matters. He provides advice and guidance regarding collective bargaining strategies, discipline and contract interpretation issues, and all aspects of labor relations. He routinely represents employers at the table during collective bargaining negotiations and in grievance and interest arbitrations. Drawing upon his past in-house experience with a union, Dan understands the way in which unions and employees approach the bargaining process. He brings this unique perspective to his representation of employers in union organizing campaigns, representation proceedings, unfair labor practice proceedings, and union discrimination matters before the Public Employment Relations Commission and the National Labor Relations Board. Having also been in-house on the employer side, Dan understands the complexities of navigating labor relationships in the context of day-to-day needs of business operations. In this capacity, he assists clients with hiring, firing and discipline issues; wage and hour issues; grievance processing; and employment policies. Dan has the knowledge and experience of how to be a strong advocate without damaging the ongoing relationship between an employer and the union that represents its employees.

Alan A. Symonette, Bio

Alan Symonette has been a full-time labor and employment arbitrator since 1988. He is also the president and owner of Symonette ADR Services, Inc. located in Philadelphia Pennsylvania.

He has conducted numerous grievance and interest arbitrations in both public and private sectors throughout the country. He has particular experience in issues involving airlines, utilities, education, including higher education, utilities, airlines, sports, law enforcement, health care, public sector employees, and firefighting.

A member of the National Academy of Arbitrators since 1996, he currently serves on the labor panels of the American Arbitration Association, Federal Mediation and Conciliation Service, National Mediation Board, the Pennsylvania Bureau of Mediation and the Public Employment Relations Board for the U.S. Virgin Islands. Mr Symonette is also a Fellow with the College of Labor and Employment Lawyers where he serves as its Treasurer on the Board of Governors and also the Board's Strategic Planning Committee. He also currently serves on the Advisory Board of the Scheinman Institute, Cornell University School of Industrial Relations.

Mr. Symonette has been active in the American Bar Association, Labor and Employment Section where he has served as the neutral co-chairperson of the ADR in Labor and Employment Committee and is currently the neutral co-chairperson of the Pro Bono Committee.

Most recently Mr. Symonette has served as the moderator in the documentary film, "The Art and Science of Labor Arbitration." This documentary is a project sponsored by the College of Labor and Employment Lawyers. Directed and Produced by Emmy Award winning director Carol Rosenbaum, the film captures "compelling ideas, stories and insights about arbitration and mediation as it was, and is, practiced by giants of law and public policy." The film was also funded by a grant from the Research and Education Foundation of the National Academy of Arbitrators.

He is also a Chapter Editor, in the 3rd Edition of Discipline and Discharge in Arbitration; Melissa Biren and Norman Brand Editors (Bloomberg BNA, 2015)

Mr. Symonette is a graduate of Swarthmore College and the Villanova University School of Law. He is a member of the bar of the Commonwealth of Pennsylvania, United States District Court for the Eastern District of Pennsylvania and the United States Supreme Court.

He is the 2014 recipient of the Peggy Browning Award and has been selected as one of the Top Attorney's in Pennsylvania as Published in Philadelphia Magazine's Super Lawyers Section for eight consecutive years.

In 1999 he served in a Delegation to South Africa; Sponsored by U.S. Department of State, South African Commission on Conciliation, Mediation, and Arbitration, American Arbitration Association and ILO

Daphne Taras is Professor of Industrial Relations and Public Policy at the University of Saskatchewan. From 2010 to 2016 she was Dean, Edwards School of Business, at the same university. She was a Professor and Associate Dean, Research, at the Haskayne School of Business, University of Calgary from 1994 to 2010. She holds degrees from York University (B.A.), Duke University (M.A.), University of Calgary (MBA and Ph.D.), and Osgoode Hall Law School (LLM).

Daphne has published more than a hundred academic articles and books on union-management relations, law, and public policy. These include pioneering work on non-union employee relations, E-voice and unionization, and international comparative studies. Daphne is the recipient of numerous research and teaching awards and was recognized as one of Canada's Most Powerful Women in 2012.

Daphne has contributed to numerous public policy initiatives. In 1999, she provided an invited submission to the U.S. Secretary of Labor's Task Force on Labor Market Restructuring. From 2004 to 2006 she was one of three expert advisors to the Arthurs Commission federal review of Canada's employment standards. Since 2013, she has been a member of the Saskatchewan Minister's Advisory Committee on Labour Relations and Workplace Safety. Most recently, she has been appointed as chair of the Educational Relations Board, Province of Saskatchewan, overseeing K-12 labour relations in that province.

Daphne is married to NAA member Allen Ponak. They have four children and two grandchildren, all boys.

Patrick Tatum is Vice President of Labor, Employment and Elections Division with American Arbitration Association at the Western Case Management Center (WCMC) of the AAA located in Fresno, CA. He has been with the AAA since 2000 serving as a case manager in WCMC; Assistant Vice President of Neutrals Education with focus on conducting and observing AAA Training programs; Supervisor of Finance and National Customer Service; and Supervisor of the labor and employment caseloads in WCMC and Assistant Vice President of Labor, Employment and Elections Division.

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Maretta has been arbitrating and mediating for over 20 years. She is a member of the National Academy of Arbitrators (NAA) and serves on the Academy's Board of Governors. She was Chair of the NAA's Southwest/Rockies Region from 2011-2013.

She serves on various panels including the American Arbitration Association (AAA) and Federal Mediation and Conciliation Service (FMCS).

She is the co-secretary/treasurer for the Houston Chapter of the Labor and Employment Relations Association (LERA) and has served as past president.

Prior to her career in dispute resolution, Maretta practiced labor and employment law at Vinson& Elkins, and at Tenneco and Gulf Oil Corporation. Maretta is also Board Certified by the Texas Board of Legal Specialization in labor and employment law.

Dr. Karen Urbanoski

Position

Scientist, Canada Research Chair in Substance Use, Addictions and Health Services Research

About Karen

Karen is the Canada Research Chair in Substance Use, Addictions and Health Services Research, and has been a Scientist with the Centre for Addictions Research of British Columbia (CARBC) and an Assistant Professor in Public Health and Social Policy at the University of Victoria since July 2015. Her research focuses on the development and course of substance use problems and addiction, and the roles played by health and social service systems in recovery.

Prior to coming to the University of Victoria, Karen completed her training and worked as a Scientist at the Centre for Addiction and Mental Health (CAMH) in Toronto, Ontario. She still holds a position as a Collaborator Scientist at CAMH, and was formerly an Assistant Professor at the Dalla Lana School of Public Health, University of Toronto. After completing her PhD in Public Health at the University of Toronto, Karen completed post-doctoral training at Harvard Medical School in the Department of Psychiatry.

Karen's work broadly aims to promote a better understanding of how to ensure equitable access to addiction services among the population in need. Her research interests include pathways to addiction treatment; coercion and compulsory addiction treatment; treatment motivation and therapeutic processes; policies that impact on service access and use; and treatment and systems evaluation.

Publications

- [Alcohol and Other-Drug Related Harms in BC's Island Health Region](#)
- [Client Engagement in Legally-Mandated Addiction Treatment: A Prospective Study Using Self-Determination Theory](#)
- [Effects of comorbid substance use disorders on outcomes in a Housing First intervention for homeless people with mental illness](#)
- [Investigating Patterns of Participation in an Online Support Group for Problem Drinking: a Social Network Analysis](#)
- [Service Use and Unmet Needs for Substance Use and Mental Disorders in Canada](#)

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JEANNE M. VONHOF

Jeanne M. Vonhof has served as a labor arbitrator and mediator for more than 20 years, with offices in Chicago, Minneapolis, Denver and Washington State. In the private sector, she serves on permanent arbitration panels in the airlines, steel, auto, mining, manufacturing, transportation, communications, security, grocery, hotels, casinos, and construction industries. She serves on permanent arbitration panels with employers and unions working in the public sector as well, including state and local governments, school districts, charter schools, and transit authorities, and hears many police and firefighter cases for individual districts. In the federal sector she has served on permanent panels for more than 20 years, and has served as an arbitrator hearing grievances at the national level for several federal agencies.

Ms. Vonhof also teaches labor and employment law courses at several Chicago-area universities, including beginning and advanced courses on arbitration advocacy; and courses on the Family and Medical Leave Act, drugs and alcohol, threats and violence in the workplace, sexual and racial harassment, social media, the Americans with Disabilities Act and other issues. She is a frequent speaker at regional and national conferences on arbitration-related issues. In addition, she has helped train arbitrators and mediators on how cultural diversity affects the mediation and arbitration process.

Ms. Vonhof also helps parties design dispute resolution systems to fit their needs, and has served as a mediator, arbitrator and fact-finder in many different settings. She has been a member of the National Academy of Arbitrators since 1998, and is also a fellow of the College of Labor and Employment Lawyers. Before becoming an arbitrator and mediator, she worked as a labor and employment lawyer in Chicago and Pittsburgh.

Roland Watkins

Roland Watkins is the Director of Arbitration Services at the National Mediation Board. Mr. Watkins joined the NMB in February, 1980. During his career at the Board, he has been a Senior Hearing Officer and Legal Counsel. He has also served as counsel/special assistant to numerous Presidential Emergency Boards and Congressional Advisory Boards.

As Director of the Arbitration Department, Mr. Watkins is responsible for all aspects of Grievance and Interest Arbitration in the airline and railroad industries. These responsibilities include administering railroad Public Law Boards, Special Boards of Adjustment and Arbitration Boards. He serves as the Administrator for the National Railroad Adjustment Board which is located in Chicago, Illinois.

Mr. Watkins received his B.A. degree in Economics from Lafayette College located in Easton, Pennsylvania, and his Juris Doctor from Cornell Law School in Ithaca, New York. He is a member of the Railroad and Airline Labor Committee and the Dispute Resolution Committee of the Labor and Employment Law Section of the American Bar Association.

BIO FOR NAA MAY 2018:

DAVID R. WILLIAMSON
London, ON

David Williamson has been a member of the National Academy of Arbitrators since 2005 and has been arbitrating and mediating rights and interest labor disputes since 1991. First on a part-time basis and then as a full-time arbitrator from 2012. Prior to becoming an arbitrator David acted as a part-time third-party neutral for the Industrial Adjustment Service of the Canadian Federal Government in a variety of industrial settings. Today, David is an active arbitrator in both the private and public sectors that fall under provincial jurisdiction. In 2013 he was appointed to be a part-time Vice-Chair of the Ontario Crown Employees Grievance Settlement Board. He also works as a Mediator and Arbitrator in the federal domain in conjunction with the Federal Mediation and Conciliation Service.

David grew up in the industrialized north-east of England and has lived in London, Ontario since 1967. He holds an Honors B.A. degree from the University of Liverpool, together with M.A. and Ph.D. degrees in Economics from the University of Western Ontario in Canada. While now a Professor Emeritus, until 2012 David was a full-time tenured faculty member in Economics at the University of Western Ontario and for many years was the Chair of Economics and Business at Huron University College in that University.

David has served as a Director of the Academy's Research and Education Foundation, has been on several Program Committees, and has been also a member of the Academy's Committee on Professional Responsibility and Grievances. He is married to Gwen Williamson and they have two adult children: Graham in Toronto, and Deborah in Raleigh, North Carolina.

JACALYN J. ZIMMERMAN

Jacalyn J. Zimmerman is a labor arbitrator/mediator with a private practice based in the Chicago area. A career labor relations neutral, she maintained an active arbitration practice from 2006 to late 2009, when she suspended the practice to accept an appointment from then-Illinois Governor Pat Quinn as the Chairman of the Illinois Labor Relations Board. She held that position until resuming her arbitration practice in September 2012. She had previously served as the agency's founding General Counsel. She began her legal career as a trial attorney for the National Labor Relations Board, Region 13.

Jackie is an NAA Local Regional Chair and a member of the Program Committee for the 2018 meeting. She is a fellow of the College of Labor and Employment Lawyers and has served as a member of the College's Credentials Committee for the 7th Circuit. Jackie is a vice president of the National Association of Railroad Referees, has been the neutral co-chair of the American Bar Association Committee on State and Local Government Bargaining and Employment Law, and is a past president of the Association of Labor Relations Agencies.

Jackie has also been a member of the adjunct faculty at the Institute for Law and the Workplace, Illinois Institute of Technology/Chicago Kent College of Law, where she taught labor law and legal writing courses. She is a frequent speaker and trainer on labor relations issues. She is a graduate of the University of Illinois and Loyola University of Chicago School of Law, and is admitted to the practice of law in Illinois and California.