

Richard Adelman

Richard Adelman was born and raised in the Bronx. He has a B.S. (1961) from Syracuse University, and a J.D. (1964) and an LL.M in Labor Law (1972) from New York University School of Law. After Law School, he was a law clerk for U.S. District Judge Gus J. Solomon in Portland, Oregon, and then a Teaching Fellow at Stanford Law School, before working for two years at the Appellate Court Branch of the NLRB in Washington, D.C. From July 1968, until January 1991, Dick practiced labor law in NYC, working primarily for Ted Kheel. Dick started arbitrating labor disputes in 1969, while in private practice, and in 1991, he became a full-time labor arbitrator. Dick was admitted to the National Academy of Arbitrators in 1993, and has served as Chair of the New York Region, and on the Board of Governors of the Academy. He just completed three years as Chair of the New Member Orientation Committee of the Academy.

During the almost 50 years Dick has been an arbitrator, he has handled more than 5000 disputes over a wide range of issues in almost every industry, and in both the public and private sectors, and he has issued some 2500 opinions. For 20 years, Dick was the impartial umpire in the newspaper industry for the Mailers Union and Newspaper Deliverers Union, and for 12 years he was the impartial chairman for contract disputes for Local 100, TWU and the New York City Transit Authority. Dick has served on many arbitration panels, and he serves on panels, among others, for CWA and AT&T; ILA and New York Shipping Ass'n; Local 827, IBEW and Verizon; Local 2110 UAW and Columbia University; Local 1181, ATU and School Bus and AAR industry; and numerous construction industry Project Labor Agreements. Dick has been married to Anita for 55 years, and he tries to mediate among three children and eight grandchildren.

SARA ADLER has been a full-time arbitrator, mediator and neutral fact-finder, based in Los Angeles, CA, for public and private sector labor and employment disputes for more than thirty years. Ms. Adler received her undergraduate degree from the University of Chicago and received a J.D. from the UCLA School of Law. She is a past-President of the National Academy of Arbitrators, and has served as a member of its Board of Governors, and was Vice President and as President of the NAA Research and Education Foundation. She frequently speaks on ADR issues and has taught ADR at Hamline and Strauss ADR programs. Ms. Adler was a lead trainer for the Alliance on Education in Dispute Resolution. She was a Neutral Council member of the ABA Section on Labor and Employment Law and Co-chair of the Mediation Subcommittee of the ABA Litigation Section. In 1997-98 she served as Chair of the Los Angeles County Bar Association Section on Labor and Employment Law. In addition to being on the AAA Taskforce on Labor-Management and the Employment Ethics Working Group, she was a member of the Board of Directors of the American Arbitration Association. Ms. Adler has served as President of both the Southern California Chapter of IRRRA and of OC-LERA. She is a Fellow of the College of Labor & Employment Lawyers. Ms. Adler is a member of the State Bar of California and of the 9th Circuit. She can be reached by email at sadlerarb@gmail.com or by phone at 310-474-5170.



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).

Margaret R. Brogan

Margie is a full-time labor and employment arbitrator and mediator, and has been a full-time neutral since 1990. She is on the labor and employment panels of the American Arbitration Association, the Federal Mediation and Conciliation Service arbitrator panel, and various state appointing agency panels. She was President of the National Academy of Arbitrators (NAA) from 2016 to 2017.

Her permanent panel appointments include: Major League Baseball and the MLB Players' Association; the National Hockey League and the National Hockey League Players Association; American Airlines and the APFA, and APA; Amtrak and the FOP; United Parcel Service and the Teamsters (National Panel); the City and County of San Francisco and the SEIU; Kaiser Permanente and the OPEIU L29, Kaiser Permanente and the SEIU-UHW; Coalition of Immokalee Workers' Fair Food Program; and various school district panels.

From 1980 to 1986, Margie was a field attorney at the National Labor Relations Board in Philadelphia, PA. Ms. Brogan received her J.D. from Villanova University, and her B.A. from St. Joseph's University. Margie has been an adjunct lecturer in Labor and Employment Arbitration at the University of California, Berkeley, School of Law. Previously, she was an adjunct professor of Labor Studies at St. Joseph's University, Philadelphia, PA from 1985 to 1995, where she taught courses in Labor and Employment Law, Collective Bargaining and Dispute Resolution. Margie has participated in the development of training programs for the FMCS, AAA, NAA and other organizations, and conducts training throughout the U.S.

Margie is a Fellow in the College of Labor and Employment Lawyers (CLEL), and is a current member of the CLEL's 3rd Circuit Credentialing Committee. She was past-President of the Philadelphia Chapter of the Labor and Employment Relations Association (formerly IRRRA.) In 2016, she was the recipient of the Peggy Browning Award.

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JACK CLARKE

Jack Clarke, Athens, Georgia, is a full-time arbitrator and mediator with experience in civil rights, college test score, contract, construction, employment, homeowner warranty, insurance, pension, torts and securities claims as well as labor grievances. His experience as a neutral in the collective bargaining arena extends to interest and rights claims in both the public and private sectors. Mr. Clarke is a Vice President of Mediation Research & Education Project. He is a member of the National Academy of Arbitrators. He served as Chair of the Southeastern Region from 1989 to 1992, as Local Arrangements Chair for the Academy's Annual Meeting in 1992, as a member of Board of Governors from 1994 to 1997, as Program Committee Chair for 1999 Annual Meeting and as Vice President from 1999 to 2001. Mr. Clarke is a member of the Georgia and Alabama chapters of the Labor and Employment Relations Association. Former professional affiliations include the American Bar Association, Labor & Employment and Dispute Resolution sections; Association for Conflict Resolution and the Alternative Dispute Resolution Committee of the Alabama State Bar, which committee he chaired from 1999 – 2001. Mr. Clarke served as the principal draftsman for the Alabama Code of Ethics for Mediators, which the Alabama Supreme Court adopted effective March 1, 1996. The American Arbitration Association awarded Mr. Clarke the Whitney North Seymour, Sr. Arbitration Medal in 1988. The Alabama State Bar presented him with its Outstanding Service award in 2002.

Mr. Clarke is on the faculty of the FMCS Institute's Arbitration for Advocates in the Federal Sector and Becoming a Labor Arbitrator programs.

Mr. Clarke attended primary and secondary schools in Cleveland, Ohio. He received B.S. and J.D. degrees from the University of New Mexico in 1961 and 1971, respectively. He is a member of the Bar Associations of Alabama and New Mexico, the latter being inactive.

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James Cooper was born in Troy, New York and raised in Metuchen, New Jersey. He attended Cornell University where he received a bachelor of arts degree in chemistry in 1968. Following graduation, he attended Rutgers School of Law, Newark and obtained a JD in 1971. While in law school and for one year afterwards he worked for the New Jersey Division on Civil Rights before serving in the U.S. Army. Following his Army service he became counsel for the Massachusetts Commission Against Discrimination in Boston. Thereafter he served as an associate in the law firm of Holtz and Drachman, also of Boston. In 1975 Governor Michael Dukakis appointed Mr. Cooper to serve a five year commission as Chairman of the then-Massachusetts Labor Relations Commission (now the Commonwealth Employment Relations Board). Upon completion of his term in 1980, Mr. Cooper became a labor arbitrator and mediator. He has served as an arbitrator in many industries and at every level of government. Mr. Cooper has been selected for service on many arbitration panels and continues to work as an *ad hoc* arbitrator and mediator, serving primarily in New England and New York. He lives with his wife of many years, Susan Horwitz, in Brookline, Massachusetts.

Kathy L. Eisenmenger, JD
NAA Arbitrator-Mediator-Attorney
Denver, CO

Kathy has been a labor arbitrator since 1993. She has arbitrated 1,000s of interest and grievance arbitration cases between numerous labor organizations and private, public and federal employers. Kathy is listed as a labor arbitrator with FMCS and AAA. She serves on several permanent arbitration panels. Kathy has been a member of the National Academy of Arbitrators (NAA) since 2004. She serves as the NAA's Regional Coordinator since the invitation from then-NAA President Margie Brogan. Kathy NAA's Board of Governors, has also served as a member on the NAA New Member Orientation Committee, the NAA Membership Committee and as a reporter for *The Chronicle*. She is currently the Chair of the NAA Southwest Rockies (SWR) Region, having been the Region's past Vice Chair and Secretary. Kathy is also a Public Arbitrator for the Financial Industries Regulatory Agency (FINRA).

Kathy received her Bachelor of Sciences, Business Administration, in 1981 from the University of Redlands, Redlands, CA. She received her Juris Doctorate from the Texas A&M School of Law (formerly the Texas Wesleyan University School of Law) in 1995. She is a licensed attorney with the State Bar of Texas. She is also a member of the Labor-Employment Section of the TX Bar. Kathy has conducted numerous educational sessions for various organizations on the subjects of labor-management negotiations, arbitration, grievance investigations, anti-discrimination laws, and mediation for a variety of organizations such as the NAA SWR, LERA, USDA Graduate School, Tarrant County Mediation Center and others. Kathy began her labor-management career in 1977 in California. She worked for various federal sector employers whose employees were represented by the AFGE, NAGE, IFPTE, FOP, IAFF, LIUNA, IBEW, IAMAW, International Association of Masters, Mates and Pilots, Metal Trades Council, etc. The employers in Kathy's labor-management relations career consisted of a position as labor advisor to the Commander-in-Chief, Pacific Fleet for the Pacific Rim, two Naval shipyards (Pearl Harbor, HI, and Director of Labor Relations at Philadelphia Naval Shipyard), a submarine base (Bangor, WA), the Air Force Civilian Appellant Review Agency (Denver, CO), the Air Force Academy (Colorado Springs, CO) and a U.S. Marine base (Barstow, CA).

Kathy currently resides in Denver, Colorado, with her husband, Bill Drasky, of 33 years. She has a very special daughter, Karey Duarte Krohnfeldt and son-in-law Chris. She enjoys cooking for family and friends, volunteering for the Baker Neighborhood Home Association, camping, day hikes, cycling, tai chi, yoga and pilates.

george r. fleischli

MADISON, WISCONSIN

George is an arbitrator of labor disputes from Madison, WI. He attended the University of Illinois (BS – Business Management, MA – Labor Relations and JD with Honors – Law), and is a member of the bar (inactive) in both Illinois and Wisconsin. From 1966 to 1969 he was a Judge Advocate in the USAF. He was a research assistant for Martin Wagner while finishing a master's degree in labor relations. He joined the Wisconsin Employment Relations Commission in 1970, where he served as a mediator, arbitrator and hearing examiner. From 1976 to 1981, he was the Commission's general counsel. During his years at the WERC, he developed a labor arbitration practice in surrounding states and decided to enter private practice in 1981.

George has been a member of the NAA since 1976, and has been very active in NAA affairs. In the years that followed, he served as chair of several NAA committees, including the Committee on Legal Affairs, the Committee on Professional Responsibility and Grievances, and the Special Committee on the Academy's Future. He held positions as a member of the Board of Governors and vice president. He was president of the Academy in 2004-2005. Since leaving that office, he has served on special committees and as a member and chair of the committee that hears appeals of decisions involving alleged violations of the Code of Professional Responsibility.

Sarah Kerr Garraty, Esq.
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Sarah Garraty, a 1980 graduate of Northeastern Law School, has been a full time arbitrator and mediator specializing in labor and employment law disputes for thirty years.

Previously, she was a hearing officer/administrative law judge with Massachusetts Labor Relations Commission (1981-1986) and a mediator and arbitrator, and then Vice Chair, of the Massachusetts Board of Conciliation and Arbitration (1986-1993).

Ms. Garraty was an adjunct professor at Northeastern Law School for twenty years where she has taught both Alternative Dispute Resolution and Negotiations. (1996-2016) She has also worked extensively as a negotiation and mediation trainer, in corporate, non-profit, and public sector settings.

Ms. Garraty is a former Chair of the Labor and Employment Section of the Massachusetts Bar Association, a New England Regional Chair and Membership Chair of the National Academy of Arbitrators.

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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Will Hartsfield is a member of the National Academy of Arbitrators and has served in over 700 arbitrations. He received his undergraduate degree from Texas A&M University and his law degree from Harvard Law School.

A former Navy Judge Advocate General Officer, he began his ADR practice in 1989 in Dallas, Texas as a commercial arbitrator and mediator. He later expanded his practice to labor arbitration. He has served as a trainer for ADR for the American Arbitration Association, the Attorney-Mediators Institute, and other groups.

He serves on the arbitration panels for the Federal Mediation and Conciliation Service, the American Arbitration Association, and the National Mediation Board.

He was a Certified Independent Hearing Examiner for the Texas Education Agency from 2009 to 2015 and has been an adjunct professor at the University of North Texas since 2009.



**STEPHEN L. HAYFORD
BIOGRAPHICAL STATEMENT**

I have been a member of the National Academy of Arbitrators since 1985. I entered the labor arbitration/mediation profession through a four-year apprenticeship with my late mentor - Anthony V. Sinicropi.

I hold a MBA degree from the University of Arizona (1971) with a major in Industrial Relations; a PhD from the University of Iowa and (1975) with majors in Labor Relations and Labor Law; and a JD, *summa cum laude* (1987) from the Indiana University-Bloomington School of Law.

After a mid-career return to law school, I served as Law Clerk to the Hon. J.E. Eschbach, Senior Judge for the U.S. Court of Appeals for the Seventh Circuit. Following my judicial clerkship I practiced law as a banking litigator with a large south Florida commercial law firm - Gunster, Yoakley, Criser and Stewart (now Gunster), I returned to college teaching and my arbitration and mediation practice in 1990, assuming a position in the Graduate School of Business at Wake Forest University in Winston-Salem, North Carolina. After achieving tenure at Wake Forest in May 1996, I accepted my current position as a tenured Professor of Business Law and Dispute Resolution in the Indiana University-Bloomington, Kelley School of Business.

I have established a second residence in Manhattan Beach, California, where I will reside for six months each year. I will also continue to practice from my current Bloomington, Indiana home address. I am listed on the California PERB/SCMS panel and I am also listed on the arbitration panels, and have been appointed as an unfair labor practice hearing officer for the Los Angeles City Employment Relations Board and the Los Angeles County Employment Relations Commission.

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.

Ed Krinsky, bio statement

I began arbitrating in 1966 as a staff member of the Wisconsin Employment Relations Board. Having been born and raised in Brooklyn and then gone to Antioch College in Ohio, I moved to Wisconsin for graduate school and a PhD in Economics from the University. I then joined the staff of the WERB which was for many years one of the premier labor relations agencies in the country. Its Commissioners (Morris Slavney, Arvid Anderson and Zel Rice) were Academy members and more than a dozen staff members also went on to be Academy members.

In 1970 I began my own arbitration practice, while doing part-time administrative work and teaching at The University of Wisconsin. In 1976 I joined the Wisconsin Center for Public Policy doing research and mediation. The Center became part of The Mediation Institute where I made use of my Brooklyn background mediating solid waste facility siting disputes and State-Tribal fishing rights disputes over lake trout allocations.

I have been arbitrating full-time since 1987. I became a member of the Academy in 1976. My Academy responsibilities have included being an annual meeting Program Chair, Nominations Committee Chair, CPRG Chair, being a Vice-President, and now the President.

In my spare time, I enjoy spending time with my wife Mary Jane, my four children, her three children and my 9 grandchildren located in Wisconsin, Washington State, California and Israel. My other joy, besides travel, is choral singing which I have been doing since I was a college freshman, and for the past 48 years as a member of The Philharmonic Chorus of Madison.

PHILIP A. LAPORTE

Phil LaPorte serves as the Southeast Regional Chair for the National Academy of Arbitrators. The National Academy of Arbitrators is the country's leading professional association for labor arbitrators. Professor LaPorte served on the faculty of Georgia State University for thirty-two years. He took emeritus status from the GSU College of Law in January. Professor LaPorte was appointed as Chair of the City of Atlanta's Civil Service Board by Mayor Andrew Young and appointed to a second term by the late Maynard Jackson. He holds appointments as the permanent arbitrator for numerous employers and unions including the IBEW and NECA, MARTA and ATU and AT&T and CWA. Professor LaPorte also serves on the Salary Arbitration Panel for Major League Baseball and the Major League Baseball Players Association.

Phil LaPorte is a graduate of Saint John's University and the University of Minnesota. He serves as Program Chair for the award-winning Atlanta Chapter of the Labor and Employment Relations Association and Secretary-Treasurer for the Georgia Labor Management Conference. He received the TERRA Lifetime Achievement Award in 2016 for "achieving excellence in labor-management relations and promoting the ideals of the Labor and Employment Relations Association."

Mark Lurie is a labor arbitrator and mediator (grievance and interest arbitration) and has served on the member of the National Academy of Arbitrators Board of Governors and as editor-in-chief of both its print and online journals, *The Proceedings of the National Academy*, and *Dispute Resolution in the Workplace*. He is a contributing author to the American Arbitration Association's *Handbook on Labor Arbitration* and the author of *Galantière: The Lost Generation's Forgotten Man*, the biography of Lewis Galantière. Mark is a graduate of Brown University and George Washington University Law.

Michelle Miller-Kotula, a full time labor arbitrator and mediator, established her practice in 2006.

Prior to becoming a neutral, Michelle worked in local government as the Director of Human Resources for the County of Washington, PA and also worked in related capacities during her 16 years of employment with the County. Additionally, she worked extensively with her father, a labor arbitrator during that time.

She received her Master's degree in Human Resources Management / Industrial Relations from St. Francis University, Loretto, Pennsylvania, and her Bachelor's degree in Business Administration / Management from Saint Vincent College, Latrobe, Pennsylvania.

Michelle is a member of the National Academy of Arbitrators and is listed with the Federal Mediation and Conciliation Service, American Arbitration Association, Pennsylvania Bureau of Mediation, Pennsylvania Labor Relations Board, SERB of Ohio, National Mediation Board and serves as a permanent arbitrator and fact-finder on several other panels. She is a frequent trainer and speaker on various arbitration subjects. She currently serves as the Region Chair for the Western Pennsylvania National Academy of Arbitrators region. Michelle is involved in the Western Pennsylvania LERA chapter and is an officer. She is also a member of the Saint Vincent Alumni Council and previously served as its first female president.

Ms. Miller-Kotula's office is located in Washington, Pennsylvania.

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Curriculum Vitae

Education:

Legal: J.D., 1970, Harvard Law School

Graduate: M.A. (American History), 1974, University of Wisconsin-Milwaukee

Under-Graduate: A.B. (Government), 1967, Georgetown University

Employment:

Proprietor, Arbitration & Mediation Services

University of South Carolina, Columbia, South Carolina
Distinguished Professor of Law and Webster Professor of Labor Law Emeritus (since 2008);
Various other titles, 1974-2008

University of Sydney, New South Wales, Australia
Visiting Professor of Law (1996)

University of Otago, Dunedin, New Zealand
Fulbright Research Scholar (1989)

George Washington University, Washington, DC
Visiting Professor of Law (1987-88)

University College Galway, Galway, Ireland
Fulbright Visiting Professor of Law (1981-82)

University of Washington, Seattle, Washington
Visiting Associate Professor of Law (1979-80)

Foley & Lardner, Milwaukee, Wisconsin
Associate Attorney (1970-71, 1973-74)

Department of the Army, Washington, DC
Legal Advisor to the Deputy Under Secretary for International Affairs (1971-73)

Professional Activity:

- Member, Presidential Board of Inquiry on the Work Stoppage in the West Coast Ports (2002)
- American Arbitration Association and Federal Mediation and Conciliation Service Panels of Arbitrators
- Association of American Law Schools Section on Labor Relations and Employment Law (Chair, 1990-91)
- International Society for Labor and Social Security Law (U.S. National Executive Board, 1995-present)
- Labor Law Group Trust (Executive Committee, 2002 - 2010)
- National Academy of Arbitrators (President, 2006-07)
- South Carolina Bar (Associate Member, 1974-2012, and founder and first chair, Section on Labor and Employment Law)
- Wisconsin Bar

Academic Activities:

Among the courses I taught were Administrative Law, Alternative Dispute Resolution, ADR in Employment American Legal History, Collective Bargaining and Labor Arbitration, Comparative Labor Law, Contracts, Employment Discrimination, Individual Employment Law, Irish Labour Law, Jurisprudence, Labor and Employment Arbitration Workshop, Labor Law, Labor Law History, Labor Law Problems, and Public Sector Labor Relations.

Public Lectures and Seminars:

I have lectured widely in this country and abroad, including delivery of papers and participation in professional seminars at La Trobe, Melbourne, Monash and Sydney Universities (Australia); Durham, Leeds, Leicester, London, and Newcastle Universities (England); the University of Athens (Greece); Queen's University Belfast, Trinity College Dublin, University College Dublin, and University College Galway (Ireland); and Auckland, Canterbury, Otago, and Victoria Universities (New Zealand).

Publications:

Books:

- (1) LABOR ARBITRATION LAW AND PRACTICE IN A NUTSHELL (West Publishing Company 1979).
- (2) READINGS IN THE HISTORY OF THE AMERICAN LEGAL PROFESSION, editor and contributor (Michie Bobbs-Merrill Company, Inc. 1980).

- (3) LABOR ARBITRATION: A COURSEBOOK (West Publishing Company 1994) (with Laura Cooper).
- (4) THE NATIONAL ACADEMY OF ARBITRATORS: FIFTY YEARS IN THE WORLD OF WORK (BNA Books, paperback, 1997; hardbound, 1998) (with Gladys Gruenberg and Joyce Najita).
- (5) THE AUSTRALASIAN LABOUR LAW REFORMS: AUSTRALIA AND NEW ZEALAND AT THE END OF THE TWENTIETH CENTURY, editor and contributor (Sydney, New South Wales, Australia: Federation Press 1998).
- (6) ADR IN THE WORKPLACE (West Group 2000); Second Edition (Thompson West 2005) (both with Laura Cooper and Richard Bales); Third Edition (West Academic Publishing 2014 (with Laura Cooper, Richard Bales, and Stephen Befort).
- (7) LABOR AND EMPLOYMENT ARBITRATION IN A NUTSHELL (West Group 1998); Second Edition (Thomson West 2007); Third Edition (West Academic Publishing 2016 (with Richard Bales).
- (8) LABOR LAW: COLLECTIVE BARGAINING IN A FREE SOCIETY and STATUTORY SUPPLEMENT TO LABOR LAW: COLLECTIVE BARGAINING IN A FREE SOCIETY (West, Fifth Edition, 2002, with Walter Oberer and Timothy Heinsz; Sixth Edition, 2009, with Richard Bales; Seventh Edition, 2018, with Richard Bales and Rafael Gely).

Articles and Chapters:

- (1) *The Effect of the Revolution on the Bar: The Maryland Experience*, 62 VIRGINIA LAW REVIEW 969 (1976).
- (2) *Sir William Blackstone and the New American Republic: A Study of Intellectual Impact*, 51 NEW YORK UNIVERSITY LAW REVIEW 731 (1976). An earlier version of this article was published in 6 The Political Science Reviewer 283 (1976).
- (3) *Textile Unionism in the Piedmont, 1901-1932*, in ESSAYS IN SOUTHERN LABOR HISTORY 48 (Gary M. Fink and Merl E. Reed, eds., Greenwood Press, 1977) (with Donald Jonas).
- (4) *Public Employee Unionism in the Southeast: The Legal Parameters*, 29 SOUTH CAROLINA LAW REVIEW 235 (1978).
- (5) *Public Sector Collective Bargaining: Defining the Federal Role*, 63 CORNELL LAW REVIEW 419 (1978).

- (6) *Improving NLRB Unfair Labor Practice Procedures*, 57 TEXAS LAW REVIEW 47 (1978) (with Richard Lehr).
- (7) *The Common Law of the Labor Agreement: Vacations*, 5 INDUSTRIAL RELATIONS LAW JOURNAL 603 (1983) (with Roger Abrams).
- (8) *American Labor Arbitration: The Early Years*, 35 UNIVERSITY OF FLORIDA LAW REVIEW 373 (1983) (with Roger Abrams).
- (9) *Subcontracting Disputes in Labor Arbitration: Productive Efficiency Versus Job Security*, 15 UNIVERSITY OF TOLEDO LAW REVIEW 7 (1983) (with Roger Abrams).
- (10) *Resolving Holiday Pay Disputes in Labor Arbitration*, 33 CASE WESTERN RESERVE LAW REVIEW 380 (1983) with Roger Abrams).
- (11) *American Labor Arbitration: The Maturing Years*, 35 UNIVERSITY OF FLORIDA LAW REVIEW 557 (1983) (with Roger Abrams).
- (12) *Buying Employees' Time: Guaranteed Pay Under Collective Agreements*, 35 SYRACUSE LAW REVIEW 867 (1984) (with Roger Abrams).
- (13) *Time at a Premium: The Arbitration of Overtime and Premium Pay Disputes*, 45 OHIO STATE LAW JOURNAL 837 (1984) (with Roger Abrams).
- (14) *The Labor Arbitrator's Several Roles*, 44 MARYLAND LAW REVIEW 873 (1985) (with Roger Abrams), reprinted at 8 MONTANA ARBITRATORS ASSOCIATION QUARTERLY No. 3, at 1 (Winter, 1988).
- (15) *Toward a Theory of "Just Cause" in Employee Discipline Cases*, 1985 DUKE LAW JOURNAL 594 (with Roger Abrams).
- (16) *Seniority Rights Under the Collective Agreement*, 2 THE LABOR LAWYER 99 (1986) (with Roger Abrams).
- (17) *The Future of Labor Arbitration*, 37 LABOR LAW JOURNAL 437 (1986) (with Roger Abrams).
- (18) *Delivery of Arbitration Services: The Arbitrator Firm*, 10 NOVA LAW JOURNAL 45 (1986) (with Roger Abrams).
- (19) *Judge Bork's Record on Labor Law*, 3 BENCHMARK 156 (1987) (Part of a symposium on "The Judicial Record of Judge Robert H. Bork: A Constitutional Inquiry").

- (20) *Federal Sector Labor Arbitration: Differences, Problems, Cures*, 14 PEPPERDINE LAW REVIEW 805 (1987) (the lead article in a symposium on alternative dispute resolution). An earlier version appears as the lead chapter in GRIEVANCE ARBITRATION IN THE FEDERAL SECTOR 3 (Dennis K. Reischl & Ralph R. Smith, eds., Federal Personnel Management Institute, Inc., 1987). The article is reprinted at 9 MONTANA ARBITRATORS ASSOCIATION QUARTERLY No. 2, at 1 (Fall, 1988).
- (21) *The Arbitrator's Immunity from Suit and Subpoena*, 40 PROCEEDINGS OF THE NATIONAL ACADEMY OF ARBITRATORS 149 (1988) (with Roger Abrams). A revised version of this article was published as *Arbitral Immunity*, 11 INDUSTRIAL RELATIONS LAW JOURNAL 228 (1989).
- (22) *Arbitral Craftsmanship and Competence*, 41 PROCEEDINGS OF THE NATIONAL ACADEMY OF ARBITRATORS 313 (1989) (with Roger Abrams). A revised version of this article was published as *Final and Binding: Arbitral Craftsmanship and Opinion Writing*, 5 THE LABOR LAWYER 195 (1989).
- (23) *The Status of American Legal Education*, 1 LEGAL EDUCATION REVIEW [Australia] 183 (1989).
- (24) *Regulation of Industrial Disputes in Australia, New Zealand and the United States*, 11 WHITTIER LAW REVIEW 761 (1990). A revised version of this article appears in 7 OTAGO LAW REVIEW [New Zealand] 266 (1990).
- (25) *Does American Labour Arbitration Provide a Model for Australia?*, 16 MONASH UNIVERSITY LAW REVIEW [Australia] 21 (1990).
- (26) *AIDS in Labor Arbitration*, 25 UNIVERSITY OF SAN FRANCISCO LAW REVIEW 67 (1990) (with Roger Abrams), reprinted in 91-3 LOS ANGELES DAILY JOURNAL 24 (March 29, 1991).
- (27) *R.I.P.: Compulsory Labour Arbitration in New Zealand*, 12 COMPARATIVE LABOR LAW JOURNAL 411 (1991).
- (28) *The United States*, in WORKPLACE JUSTICE: EMPLOYMENT OBLIGATIONS IN INTERNATIONAL PERSPECTIVE 334 (Hoyt Wheeler & Jacques Rojot, eds., University of South Carolina Press, 1992) (with Hoyt Wheeler).
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BIOGRAPHY

Jasbir Parmar has been a full-time labour arbitrator since 2008. She is on the Ontario Minister of Labour's list of approved arbitrators, the Grievance Settlement Board, and the Ontario Police Arbitration Commission. In addition, Jasbir is named as arbitrator in several collective agreements in a variety of sectors. Jasbir is an active member of the Ontario Labour-Management Arbitrators' Association, and since 2015 has held the role of Secretary-Treasurer.

Prior to becoming an arbitrator, Jasbir practiced labour law for several years in British Columbia and Ontario. She was also a vice-chair of the Workplace Safety and Insurance Appeals Tribunal. Jasbir taught at Osgoode Hall Law School at York University from 2012-2014, and has served as coach of the school's team for the National Labour Competition from 2013 - 2018. She has been a frequent guest speaker at other universities and at various conferences.

Jasbir has a Bachelor of Arts from the University of British Columbia (1991), and a Bachelor of Laws from the University of Windsor (1995). She lives near Toronto, Ontario.

THEODORE J. ST. ANTOINE

Theodore J. (Ted) St. Antoine is the James E. & Sarah A. Degan Professor Emeritus of Law at the University of Michigan. After practicing labor law in Washington, D.C. with Woll, Mayer & St. Antoine, he joined the Michigan law faculty in 1965. He served as Dean of the Law School in 1971-78. St. Antoine has been a labor arbitrator for almost 50 years and was President of the National Academy of Arbitrators in 1999-2000. In addition to a standard labor law casebook and other publications, he edited the NAA's *The Common Law of the Workplace: The Views of Arbitrators* (BNA 1998, 2005).

Past positions include Secretary and Council member of the ABA Labor Law Section and Chair of the Michigan Bar's Labor Law Section. St. Antoine has been on the Executive Committee of the American Arbitration Association's Board of Directors and is a recipient of the Association's George W. Taylor Award for his contributions to collective bargaining. As Reporter for the Uniform Law Commissioners, he drafted the Model Employment Termination Act. St. Antoine was Chair of the Michigan Attorney Discipline Board and Chair of the UAW's Public Review Board. He is a member of the American Bar Foundation and the College of Labor and Employment Lawyers.

Andrew Strongin, based in Maryland, is a full-time arbitrator and mediator of labor disputes since 1993, working in both the public and private sectors. Mr. Strongin is a member of the National Academy of Arbitrators and a Fellow of the College of Labor and Employment Lawyers, and is admitted to the Maryland and District of Columbia Bars. In addition to listing with the major appointing agencies, Andrew serves on numerous panels in a wide range of industries, including to name just a few, professional sports, aluminum, communications, and transit.



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 public, private and federal sectors throughout the country. He has particular experience in issues involving airlines, utilities, education, including higher education, sports, law enforcement, education, health care 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 on the Board of Governors as its Treasurer and on its 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 and the NAA Research and Education Foundation..

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)

Jeffrey B. Tener

Following 11 years with the New Jersey Public Employment Relations Commission, including four years as Chair of that agency, Jeff began arbitrating in 1981. His practice was a mixed public and private sector practice with a lot of work in hospitals, trucking, telecommunications, law enforcement and education. He retired in 2017.

Kathryn A. VanDagens, an attorney and a full-time neutral, has practiced exclusively in labor and employment law for thirty years with offices in Lansing, Michigan and Chicago, Illinois. She is a member of the National Academy of Arbitrators and recently served on the NAA's Board of Governors. Ms. VanDagens is on the labor arbitrator panels of the Federal Mediation and Conciliation Service, the American Arbitration Association, the Michigan Employment Relations Commission, and the National Mediation Board. In addition, she is on the American Arbitration Association's National Roster of (Employment) Neutrals. Additionally, she holds permanent umpire appointments for several unions and employers.

Previously, Ms. VanDagens taught employment and labor law at Michigan State University-College of Law and at Oakland University. She is a frequent lecturer and trainer in labor and employment law. She received her J.D. from the University of Michigan Law School and a B.A., with honor, in Journalism from Michigan State University. Before beginning her career as a labor and employment neutral, Ms. VanDagens was in private practice and was formerly a senior shareholder at a labor and employment law firm in Michigan.

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BIOGRAPHICAL INFORMATION

David Vaughn has been a full-time neutral arbitrator and mediator specializing in labor and employment disputes since 1984. He is a 1973 graduate of the University of Michigan Law School, a Member of the National Academy of Arbitrators and former Member of its Board of Governors, a Fellow of the College of Labor and Employment Lawyers, Past President of the National Association of Railroad Referees and Member of the American and District of Columbia Bar Associations.

Mr. Vaughn was an attorney in private practice, specializing in labor and employment law and representing, at different times, employers, unions and individual employees. Mr. Vaughn served as General Counsel of FMCS and taught labor arbitration, collective bargaining, railroad and airline industry labor law and relations and ADR in employment over a 16 year period as an Adjunct Professor at Georgetown University Law Center. He also taught as an Adjunct at American University's School of Business.

BIOGRAPHY

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.

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Barry Winograd has maintained a full-time dispute resolution practice since 1988 as an arbitrator and mediator of labor and employment cases, as well as other civil disputes. He is the president-elect of the National Academy of Arbitrators, has been the program and arrangements chair for Academy meetings, and served as a committee chair. Before becoming an arbitrator, Mr. Winograd was an administrative law judge for the California Public Employment Relations Board and an attorney for the United Farm Workers of America. Mr. Winograd has written a number of articles on labor relations, arbitration, and mediation. For many years, he has taught courses on those subjects as a member of the adjunct law school faculty at the University of California, Berkeley. He also taught on the adjunct law faculty at the University of Michigan. Mr. Winograd is listed on dispute resolution rosters of neutral provider organizations and federal and state courts, and is a permanent arbitrator on labor-management contract arbitration panels in the private and public sectors. Mr. Winograd received his B.A. at the University of California, Santa Barbara, and his J.D. and LL.M. from the University of California, Berkeley, School of Law. Mr. Winograd is the proud husband of Margie Brogan, a past president of the Academy. Their family (the "Brograds") includes five children, spouses and companions, and four grandchildren.

JACQUELIN F. DRUCKER, ESQ.
ARBITRATOR

Jacquelin F. Drucker maintains a nationwide practice devoted to the arbitration of labor, employment, class, and complex commercial matters. Ms. Drucker has more than 35 years of experience in labor relations and employment law, having practiced employment and labor law on the management side, worked as a union lobbyist, and served as general counsel and vice chair of a state labor relations board. Ms. Drucker began her practice as a neutral in 1990, and, in the years that followed, she began to focus her ADR work exclusively on arbitration. Since 1995, Arbitrator Drucker has served on the adjunct faculty of the Cornell University ILR School and the Scheinman Institute on Conflict Resolution, where she teaches a variety of programs, including arbitrator training seminars. Ms. Drucker is a former Governor of the National Academy of Arbitrators and is the current chair of its Employment Arbitration Committee. She also has chaired the Labor and Employment Law Section of the New York State Bar Association, the Labor Relations/Employment Law Committee of the New York County Lawyers Association, and the ADR Committee of the American Bar Association's Labor and Employment Law Section. Ms. Drucker is a Fellow of the College of Labor and Employment Lawyers. She recently completed her second term as a member of the Board of Directors of the American Arbitration Association and currently serves on the AAA's Council. She maintains offices in New York City and in Columbus, Ohio.

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Amedeo Greco is a full-time arbitrator and mediator living in Madison, Wisconsin. He has issued over 1,600 arbitration awards covering a wide range of issues in the public and private sectors, and he has mediated about 250 – 300 labor disputes.

He presently serves as an arbitrator/umpire for AT&T/CWA District 7; Bridgestone – Firestone/ United Steel Workers of America; City of Milwaukee and Milwaukee Police Association; Cook County Circuit Court/AFSCME Local 3368; Internal Revenue Service/NTEU; State of Illinois/ AFSCME Council 31; Proctor & Gamble/USA Local 2-47; and U.S. Bureau of Customs and Border Protection/NTEU.

He is a topic author for Elkouri and Elkouri, How Arbitration Works, (BNA Books).

He previously served as a Legal Advisor to the NLRB Chair and other NLRB members in Washington, D.C., and as a trial attorney in the NLRB's Milwaukee, Wisconsin office. He then served as an arbitrator, mediator, and attorney with the Wisconsin Employment Relations Commission in Madison, Wisconsin.

He also has served as the President of the NLRB Professional Association; President of the Wisconsin State Bar Labor Law Section; and Governor of the National Academy of Arbitrators. He is a graduate of Upsala College and the University of Wisconsin Law School.

Ed Krinsky, bio statement

I began arbitrating in 1966 as a staff member of the Wisconsin Employment Relations Board. Having been born and raised in Brooklyn and then gone to Antioch College in Ohio, I moved to Wisconsin for graduate school and a PhD in Economics from the University. I then joined the staff of the WERB which was for many years one of the premier labor relations agencies in the country. Its Commissioners (Morris Slavney, Arvid Anderson and Zel Rice) were Academy members and more than a dozen staff members also went on to be Academy members.

In 1970 I began my own arbitration practice, while doing part-time administrative work and teaching at The University of Wisconsin. In 1976 I joined the Wisconsin Center for Public Policy doing research and mediation. The Center became part of The Mediation Institute where I made use of my Brooklyn background mediating solid waste facility siting disputes and State-Tribal fishing rights disputes over lake trout allocations.

I have been arbitrating full-time since 1987. I became a member of the Academy in 1976. My Academy responsibilities have included being an annual meeting Program Chair, Nominations Committee Chair, CPRG Chair, being a Vice-President, and now the President.

In my spare time, I enjoy spending time with my wife Mary Jane, my four children, her three children and my 9 grandchildren located in Wisconsin, Washington State, California and Israel. My other joy, besides travel, is choral singing which I have been doing since I was a college freshman, and for the past 48 years as a member of The Philharmonic Chorus of Madison.

Arthur Pearlstein is Director of Arbitration at the Federal Mediation and Conciliation Service (FMCS). He has a substantial background in arbitration and mediation, with experience as a practitioner, educator, and manager. In addition, he has worked extensively in the area of dispute systems design in the workplace. He has previously served FMCS as a field 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 and the author of the chapter on arbitration (Dispute Resolution: Readings and Case Studies, 3rd Ed. 2011, Edmond Montgomery pub.) He was a contributing author of The Legal Guide to Human Resources (West pub.) and wrote sections on dispute resolution. He has presented and given training on labor arbitration at a variety of conferences and programs across the United States and overseas. Arthur received his J.D. with honors from Harvard Law School, holds a master's in dispute resolution from the Straus Institute for Dispute Resolution at Pepperdine University in California, and a B.A. from Haverford College in Pennsylvania.

Arnold Zack has been an arbitrator since 1958, a member of the NAA since 1962, and was President in 1994-95. He has been teaching Dispute Resolution at the Labor and Worklife Program at Harvard Law School since 1985, and will be teaching the course for the 34th year starting in January.

Arnold was a Wettheim Fellow at Harvard and a Fulbright Teaching Fellow in Ethiopia and has received the Cushing-Gavin Award of the Archdiocese of Boston, Distinguished Service Award and the Whitney North Seymour Award of the American Arbitration Association, Mildred Spaulding Award, the Pioneer Award and the Willoughby Abner Award of the Association for Conflict Resolution.

He is a graduate of Tufts College (1953), Yale Law School (1956), and Harvard's Kennedy School of Government (1961). From 1990 to 2000 Arnold served as Chair of Bermuda's Essential Industries Dispute Resolution Board, and was also Chair of Bermuda's comparable board for the public sector. In 2004 he was named a Judge on the Administrative Tribunal of the Asian Development Bank, and in 2010 was named President of that Tribunal, serving until the expiration of his appointment in 2013. Arnold was a Neutral Member of the Council of the Labor and Employment Law Council of the American Bar Association. He has taught Arbitration at the Cornell ILR School and Dispute Resolution at Yale Law School and has worked as a consultant in developing dispute resolution systems for the IMF, World Bank, ILO, The Philippines, Cambodia, South Africa, and just completed a 4 year project with Tom Kochan for MIT developing dispute resolution courses for its affiliated business schools in China. Arnold has published a dozen books on arbitration and mediation, and lives in Boston with Norma, his wife of 49 years who have two children and four grandchildren.