

# National Academy of Arbitrators

ORGANIZED

SEPTEMBER 14, 1947

## 2020 Membership Directory



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# National Academy of Arbitrators

## EXTRACT FROM THE CONSTITUTION

Article II, Section 1 – The purposes for which the Academy is formed are: To establish and foster the highest standards of integrity, competence, honor, and character among those engaged in the arbitration of labor-management disputes on a professional basis, including those who as a part of their professional practice hold hearings and issue written decisions in other types of workplace disputes; to secure the acceptance of and adherence to the Code of Professional Responsibility for Arbitrators of Labor-Management Disputes prepared by the National Academy of Arbitrators, the American Arbitration Association and the Federal Mediation and Conciliation Service, or of any amendment or changes which may be hereafter made thereto; to promote the study and understanding of the arbitration of labor-management disputes and other workplace disputes; to encourage friendly association among the members of the profession; to cooperate with other organizations, institutions and learned societies interested in labor management and employment relations, and to do any and all things which shall be appropriate in the furtherance of these purposes. (As amended April 29, 1975, June 1, 1993, and May 24, 2008.)

Article V, Section 1 – Members shall be elected by the Board of Governors in the manner provided in the By-Laws.

### STATEMENT OF POLICY RELATIVE TO MEMBERSHIP

Membership in the Academy shall be conferred upon an applicant previously approved by the Board, and who remains eligible for membership, on the occasion of the approved applicant's attendance at a new member orientation and presentation at the business session of any succeeding Annual Meeting or at a plenary session of any succeeding National Fall Education Conference.

In considering applications for membership, the Academy will apply the following standards: (1) The applicant should be of good moral character, as demonstrated by adherence to sound ethical standards in professional activities. (2) The applicant should have substantial and current experience as an impartial arbitrator of labor-management disputes, so as to reflect general acceptability by the parties. (3) As an alternative to (2), the applicant with limited but current experience in arbitration should have attained general recognition through scholarly publication or other activities as an important authority on labor-management relations. This Alternative Standard has been utilized by the Board of Governors only under exceptional circumstances. It only applies to an individual who is a recognized, prominent authority in the field of labor-management relations. Individuals may not self-nominate themselves under this Alternative Standard. Finally, there is also a so-called Veterans Procedure which is a membership application process that intends to attract established arbitrators to join the Academy by lessening the rigors of the standard application process. The Veterans' Procedure is identical to the standard application process save for two (2) major differences. First, the applicant is not required to provide the first and last pages of awards and other decisions which qualify as "countable" cases or the supporting worksheets. Rather, she or he attests to having a sufficient caseload so as to meet our membership requirements. Second, the Veteran application must be supported by letters of reference from seven (7) current NAA members instead of three (3) NAA member references. In most cases, these seven members should be from the same region as the applicant. References from management and union representatives are still required. Who qualifies as a Veteran? (a) A Veteran is an individual who (1) has been an arbitrator for a substantial number of years, and (2) would without question meet our membership standards. Both criteria must be met. In that regard, the mere fact that an individual has a longstanding practice is, itself, not sufficient to qualify under the Veterans' Procedure. (b) In accord with our by-laws, a potential candidate must be of good moral character and must have substantial and current experience as an impartial arbitrator of labor-management disputes so as to reflect general acceptability by the parties.

Membership will not be conferred upon applicants who serve partisan interests as advocates or consultants for Labor or Management in labor-management relations or who are associated with or are members of a firm which performs such advocate or consultant work.

The Academy deems it inconsistent with continued membership in the Academy for any member who has been admitted to membership since the adoption of the foregoing restriction to undertake thereafter to serve partisan interests as advocate or consultant for Labor or Management in labor-management relations or to become associated with or to become members of a firm which performs such advocate or consultant work.

Because the foregoing restriction was not a condition for continued membership prior to April 20, 1976, it is the Academy's policy to exempt from the restriction members who were admitted prior thereto. However, the appearance of any Academy member in any partisan role before another Academy member serving as a neutral in labor-relations arbitration or fact-finding proceeding shall, from and after April 21, 1977, be deemed inconsistent with continued membership.

## **STATEMENT OF ACADEMY PURPOSES AND AIMS**

The National Academy of Arbitrators was founded at Chicago on September 14, 1947.

The Academy is not an agency for the selection or appointment of arbitrators. It does invite and sponsor activities designed to improve general understanding of the nature of arbitration and its use as a means of settling labor and employment disputes. It meets in national convention annually, and more often in regional groupings. Such meetings are from time to time open to non-members.

The Academy maintains, in addition to its Executive Committee, standing committees on Professional Responsibility and Grievances, Membership, and Research. The "Code of Professional Responsibility for Arbitrators of Labor-Management Disputes," jointly promulgated by the Academy, the American Arbitration Association and the Federal Mediation and Conciliation Service, is the subject of continuing study and interpretive opinions by the Committee on Professional Responsibility and Grievances.

The Academy reprints, for its members, lectures on various aspects of arbitration delivered at its meetings. It publishes a newspaper, **The Chronicle**, devoted to matters relating to internal organization and professional interest, which is circulated to the membership several times each year. The Academy publishes yearly a volume containing the proceedings of its Annual Meetings. A list of these publications is set forth at the back of this Directory.

## **DIRECTORY LISTING POLICY AS ADOPTED BY THE BOARD**

- (1) All member titles including clerical, judicial, administrative, and academic titles are eliminated from Directory listings.
- (2) The Directory shall contain up to two (2) listings for each member, with a listing consisting of one (1) address, three (3) telephone numbers (one work, one residence and, if desired, one cell), one (1) fax number and one (1) E-mail address.
- (3) Inclusion in the Annual Membership Directory is conditioned upon payment of dues and assessments, or submission of waiver requests, by September 1.
- (4) The Membership Directory is not to include the name of the member's spouse/companion or the year of the member's admission to the Academy.

## **WAIVER POLICY AS ADOPTED BY THE BOARD OF GOVERNORS**

May 29, 1996

- A. Upon request, any member of the Academy who has previously paid dues and will not be serving as a fee-for-service arbitrator during the annual period covered by a dues statement will be granted a full or partial waiver of dues and assessments for such period.
  - 1) If the requesting member will be engaged in other employment during such period, the waiver shall be 50% of the annual dues and assessments.
  - 2) If the requesting member will not be engaged in other employment during such period, the waiver shall be 100% of the annual dues and assessments.

Members granted a waiver of dues and assessments under (1) or (2) above will be designated as “Standing Members” in the Membership Directory.

- B. Upon request, a 20-year member of the Academy who has served as a fee-for-service arbitrator in five or fewer cases during the preceding dues year shall be granted a 50% waiver of dues and assessments for the following year and shall be carried as an “Active Member” in the Membership Directory. Such a request must be renewed annually.

## **HONORARY LIFE MEMBERSHIP POLICY**

In 1989, the Board established the membership category of Honorary Life Member. The stated purpose of this action was to honor and retain distinguished members of the Academy who no longer are active arbitrators and who have already resigned or might otherwise resign from NAA membership.

As a matter of tradition since 1990, past Presidents of the Academy have been granted Honorary Life Member status upon cessation of all arbitration activity.

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