

GEORGE T. ROUMELL, JR.

Email: roumell2000@yahoo.com

Present Occupation: Lawyer/Arbitrator/Mediator

Business Address:

615 Griswold St., Suite 1717

Detroit, MI 48226

Phone: (313) 962-8255

Fax: (313) 962-2937

PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators

American Bar Association

State Bar of Michigan (President, 1985-86)

Detroit Bar Association (President, 1973-74)

Industrial Research Relations Association

American Arbitration Association

College of Labor and Employment Lawyers

EDUCATION:

BA Labor Economics University of Michigan 1951

JD Law Harvard Law School 1954

English Lit. Oxford University 1953

LLD Hon. Detroit College of Law 1986

CERTIFICATES:

Law State of Michigan 1955

Law District of Columbia 1954

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1967-Present: Attorney/Arbitrator/Mediator. Arbitrate and mediate labor and employment cases (see industries and issues below) for FMCS, AAA, Michigan Employment Relations Commission and privately. Served as Law Clerk, Supreme Court of Michigan (1954-55); Law Clerk, U.S. District Court (1955-56); Adjunct Professor of Labor Law and Alternate Dispute Resolution, Michigan State University-Detroit College of Law (1957-present) teaching labor law, labor arbitration and alternate dispute resolution at Michigan State University - Detroit College of Law since 1957; Master in employment discrimination cases *Schaeffer v Tannian*, C.A. No. 39943, U.S. District Court, Eastern District of Michigan and *Grace v City of Detroit*, C.A. 90 CV 71078 DT (1995).

MEDIATION EXPERIENCE:

Have taught mediation at Michigan State University College of Law and its predecessor Detroit College of Law for over 15 years. Have mediated or participated in mediation for approximately 40 years.

Mediation experience includes successfully mediating implementation of permanent shifts (Chicago Police Department); currently successfully mediated for Judge Torres disputes between retirees and City of Detroit over insurance benefits involving literally millions of dollars; successfully mediated employment discrimination suit between former teachers at DeLasalle Collegiate Schools; served on mediation panel as sole mediator for SEIU HealthCare Michigan and Medilodge over past two years, successfully mediating employment disputes on numerous occasions; mediated successfully City of Taylor Command Officers dispute; mediated successfully City of Center Line police dispute.

ISSUES:

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

PERMANENT PANELS:

City of Detroit/Detroit Police Officers Assn. (1977-Present) ArvinMeritor/UAW (Ohio) (2000-
City of Detroit/AFSCME (1984-Present) Present)
USPS/APWU (1987-Present)
Chicago Police Department/FOP (1986-Present)

ARBITRATION ROSTERS:

Federal Mediation and Conciliation Service National Center for Dispute Resolution
American Arbitration Association
Michigan Employment Relations Commission

SELECTED PUBLISHED CASES:

92 LA 68 (1988); 92 LA 521 (1989); 92 LA 871 (1989); 94 LA 545 (1990); 96 LA 749 (1991); 96 LA 995 (1991); 99 LA 1072 (1992); 102 LA 801 (1994); 105 LA 555 (1995); 121 LA 1729 (2006)

SIGNIFICANT PUBLICATIONS:

Roumell's Primer on Labor Arbitration (ICLE, Ann Arbor, MI) 7th Ed., 1987; Fourth Annual Sixth Circuit Survey of Labor Law, Detroit College of Law Review, Vol. 527 (1984); Roumell & Palmer, Absenteeism and the Impact of the Family and Medical Leave Act, Labor Arbitration Institute (2002).

SIGNIFICANT AWARDS:

Recipient of Distinguished Service Award of Employment and Labor Law Section of the State Bar of Michigan (1999); Recipient of Whitney North Seymour Award for Contributions to Arbitration; Selected as one of Michigan's most influential lawyers of 1990 (Michigan Lawyers Weekly); Recipient of State Bar of Michigan's highest award – Roberts P. Hudson Award (2003); Recipient of Detroit Metropolitan Bar Association's highest award – Frank Murphy Award (2009).

TEACHING EXPERIENCE:

1. Adjunct professor of labor law and alternative dispute resolution, Michigan State University and its predecessor, Detroit College of Law (1957-present), teaching labor law, labor arbitration and alternate dispute resolution at Michigan State University.
2. University of Detroit Mercy Law School (1955-1957). Adjunct professor teaching procedure.
3. Adjunct professor, Wayne State University, Walter Reuther Labor Relations Center, teaching labor arbitration (2009-2010).

FEDERAL MASTER:

Master in employment discrimination cases *Schaeffer v Tannian*, C.A. No. 39943, U.S. District Court,

Eastern District of Michigan and *Grace v City of Detroit*, C.A. 90 CV 71078 DT (1995).

AD HOC LECTURES AND PANELS:

Have participated in lectures and panels for the Labor Arbitration Institute for the last 20 years in the following cities: Seattle, WA; Oakland, CA; San Francisco, CA; Los Angeles, CA; Las Vegas, NE; Denver, CO; St. Louis, MO; Minneapolis, MN; Chicago, IL; Detroit, MI; Cleveland, OH; Cincinnati, OH; Philadelphia, PA; Washington, D.C.; Baltimore, MD; New York City, NY; Miami, FL.

Have lectured for the Practicing Law Institute in New York City. Have lectured in the Michigan area for the American Arbitration Association. Have lectured in a conference sponsored by the Federal Mediation and Conciliation Service in Columbus, OH.