

**Contact American Arbitration Association**

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**Richard C. McNeill, Jr., Esq.**

**Occupation** Attorney, Arbitrator, Mediator, Educator

**Experience** Full time arbitrator since 2009. Member of AAA's Labor and Employee Benefits panels, and National Roster of Neutrals; Federal Mediation and Conciliation Service Roster of Arbitrators; Pennsylvania Bureau of Mediation Roster of Arbitrators. From 1986 to 2009, maintained an arbitration-intensive law practice, representing both labor and management in approximately 2,000 labor arbitrations. Practiced law throughout the Mid-Atlantic region, representing clients in Pennsylvania, New Jersey, Delaware, Maryland, the District of Columbia, Virginia, and West Virginia. Also represented clients in a wide variety of litigation, involving such statutes as the National Labor Relations Act, the Labor Management Reporting and Disclosure Act, the Employee Retirement Income Security Act, the Racketeer Influenced and Corrupt Organizations Act, Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Family and Medical Leave Act, and 42 U.S.C. 1983. Has also represented clients in matters before the National Labor Relations Board, the Pennsylvania Labor Relations Board, the Pennsylvania Human Relations Commission, the Equal Employment Opportunity Commission, various state and local Civil Service Commissions, and other administrative agencies.

Prior to practicing law, served as a Personnel and Labor Relations Specialist for the City of Philadelphia's Personnel Department, involved in performing position classification, administering pay plans, overseeing performance appraisals systems for 27,000 City employees, and processing grievances with four labor unions representing city employees.

Since 1987, has served as an arbitrator in the Philadelphia Court of Common Pleas Civil Arbitration Program. Has heard and decided hundreds of cases involving the interpretation of commercial and consumer contracts, and personal injury.

In addition to practicing law, has also been an educator since 1986, teaching courses related to labor law, collective bargaining, and alternative dispute resolution at various colleges and universities in the Philadelphia area, including Community College of Philadelphia, Delaware County Community College, and Neumann University. Currently an adjunct professor of both Sociology and Political Science at St. Joseph's University in Philadelphia, PA. Teaches courses in the Political Science Department's Legal Studies Program (Labor and Employment Law, Sports and Entertainment Law), and in the Sociology Department's Labor Studies Program (Collective Bargaining, Sociology of Work, Compensation and Benefits, Labor Law, Employment Law, and American Labor Movement). All courses are taught from a perspective that balances

the interests of labor and management.

Holds an "AV" rating under Martindale-Hubbell's peer rating system, the highest rating for skills, ethics, and integrity. Twice named a "Pennsylvania Super Lawyer" in the areas of labor and employment law by Philadelphia Magazine.

**Issues** Discipline and discharge; contract interpretation and application; attendance and absence; off-duty conduct; workplace violence; arbitrability; layoffs and reductions in force; wages; pension and welfare benefits; discrimination; management's rights; work rules; transfers; position classification and out-of-class pay; staffing; technological change; shift differential, overtime, and incentive pay; drug/alcohol offenses; grievance mediation; holidays and holiday pay; incentive pay; overtime pay; past practices; promotion/demotion; safety; seniority; strikes/lockouts/work stoppages; subcontracting/contracting out; tenure/reappointment; transfers; union security/agency fees; work rules; workplace violence.

**Industries** Police and fire; corrections; construction; transportation and trucking; manufacturing; production and maintenance; warehousing; health care, hospitals, and nursing homes; telephone, cable, and telecommunications; airlines; aluminum; automotive; bakery; beverage; building products; broadcasting; chemicals; clothing; education; entertainment; food (manufacturing/processing/service); foundry; glass/pottery; hotels/motels/casinos/resorts; metal fabrication; office workers/clerical; packaging; paint and varnish.

**Permanent Arbitrator** Commonwealth of Pennsylvania State Police and Pennsylvania State Troopers Association; Fraternal Order of Police, Lodge No. 9 and City of Reading (retiree health care eligibility).

**Work History** Arbitrator, self-employed, 2009-present; Managing Attorney, McNeill & Walker, P.C., 2005-09; Attorney, Jennings Sigmond, P.C., 1989-05; Attorney, Spear, Wilderman, Sigmond, Borish & Endy, 1988-89; Assistant City Solicitor/Labor Relations Analyst, City of Philadelphia, 1983-88.

**Education** St. Joseph's College (BA, History-1979); Temple University School of Law (JD-1985).

**Professional Associations** American Bar Association (Labor and Employment and Dispute Resolution Sections); Philadelphia Bar Association; Labor and Employment Research Association (Philadelphia and Central Pennsylvania Chapters); International Foundation of Employee Benefit Plans.

**Professional Licenses** Admitted to the Bar: Pennsylvania; District of Columbia; U.S. District Court, Eastern District of Pennsylvania; U.S. Court of Appeals, Third Circuit; U.S. Supreme Court.

**Publications and Speaking Engagements** Arbitrator/Moderator, AAA seminar on Cutting Costs in Labor Arbitration, November 2010.

**Alternative Dispute Resolution Training** Faculty, Introduction to Labor Arbitration Advocacy, 2013; AAA Managing the Arbitration Process for Efficiency & Economy Following the Preliminary Hearing, 2012; AAA Pennsylvania Act 111

Arbitrator Training, 2012; AAA Arbitrator Ethics & Disclosure (ACE003), 2012; Faculty, AAA Webinar, Better, Faster, Cheaper: Reducing Costs in Labor Arbitration, 2011; AAA Arbitration Fundamentals and Best Practices for New Arbitrators, 2010; AAA Arbitration Awards: Safeguarding, Deciding & Writing Awards (ACE001), 2010; AAA Labor Arbitrator II Workshop, 2010; AAA - Labor Arbitrator I, 2009; AAA, Advanced Labor Arbitration Advocacy, 2007; Pennsylvania Bar Institute, Labor Law Symposium, 2006.

**Compensation** \$1,500 Per Day

Includes study/preparation and travel time. Will charge for travel expenses, including air fare, train, parking, mileage at IRS rate (no mileage charges to AAA's Philadelphia office; mileage calculated from home address in Upper Chichester, PA), lodging billed in addition to per diem rate. Cancellation rate: per diem rate charged if hearing cancelled with less than 15 days notice.

**Citizenship** United States of America

**Locale** Lima, PA