

ROBERT H. BARRON
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Throughout my thirty years of successful experience as a General Counsel, Business Leader, and Labor & Employment attorney, I developed a personal and professional style that focuses on working together to constructively and effectively resolve issues and reach agreements. The conflict resolution skills I developed during my multi-faceted career provide an exceptional platform to serve as an effective Arbitrator and Mediator.

PROFESSIONAL ASSOCIATIONS

Arbitrator/Hearing Officer

AAA Labor Panel – PA, NJ, DE, MD & D.C.
AAA Consumer Panel
Federal Mediation and Conciliation Service
PA Labor Relations Board
U.S. District Court for the Eastern District of PA
Resolute Systems, LLC
NAM Employment Panel

AAA Employment Panel
AAA Pro Se Panel
PA Bureau of Mediation
NJ State Board of Mediation
Philadelphia Court of Common Pleas
DeMars & Associates
FINRA

Mediator

AAA Mediator Panel
Philadelphia Court of Common Pleas
Resolute Systems, LLC

EEOC – Philadelphia and Baltimore offices
NAM Mediator Panel
FINRA

NFI

Executive Vice President responsible for Canadian Operations
Executive Vice President and General Counsel
Senior Vice President and General Counsel

Cherry Hill, NJ
Feb. 2013 to Dec. 2016
July 2011 to Feb. 2013
June 2007 to July 2011

NFI is one of the largest logistics companies in North America, with revenue over \$2 billion and with over 100 locations across the U.S. and Canada. NFI employs over 11,000 employees, manages over 30 million square feet of warehouse space, operates over 2300 trucks, and maintains substantial brokerage, global and intermodal operations.

General Counsel

From 2007 to 2013 I supervised an in-house team of attorneys and paralegals and managed all legal matters, including arbitrations; mediations; State and Federal litigation; contract negotiation and drafting; internal investigations; labor relations; litigation avoidance training; and regulatory compliance.

Canadian Operations

From 2012 to 2014 the Canadian division's President reported to me, and after his departure in 2014 Canada's five division Vice Presidents reported to me through 2016. The Canadian operation had four locations in Canada, one in the U.S. and two in Chile. NFI Canada provided all the same logistics services as provided by NFI in the U.S.

Fleet Services

From 2010 to 2015 the Senior Vice President of Fleet Services reported to me, with a team of over 150 Fleet Service employees at 15 locations. I was responsible for a budget that encompassed all NFI's purchasing, truck maintenance, and the sale of used transportation and warehouse equipment.

Philadelphia Newspapers, Inc.

General Counsel and VP, Labor Relations
Vice President, Labor Relations
Director, Employee Relations

Philadelphia, PA

Sept. 2004 to May 2007
May 1998 to Aug. 2004
Aug. 1992 to May 1998

Philadelphia Newspapers, Inc. ("PNI") published The Philadelphia Inquirer, the Daily News, and Philly.com. During my tenure PNI employed over 2,800 employees in multiple locations. Over 2,400 employees were represented by eleven unions and covered by nineteen collective bargaining agreements.

- As the head of Labor Relations, I developed constructive and positive relationships with PNI's unions and their attorneys.
- In 2000 PNI received the Governor's award for superior Labor-Management relations.

Labor Relations

I was responsible for all aspects of Labor Relations, including arbitrations and mediations, CBA negotiations, CBA drafting, short and long-term strategic planning, contract disputes, internal investigations, and administrative procedures.

- Lead Management Trustee on fifteen Taft-Hartley Pension, and Health and Welfare Funds.
- Handled multiple arbitrations and mediations directly, as well as with outside counsel, involving arbitrability, contract interpretation, discipline and discharge.
- Lead negotiator and CBA drafter through multiple contract cycles.

General Counsel

Supervised all inside and outside attorneys working on all PNI legal matters, including State and Federal employment litigation, contract negotiation and drafting, internal investigations, litigation avoidance training, and regulatory compliance.

LEGAL EXPERIENCE

Pepper, Hamilton & Scheetz

Labor and Employment Attorney

Philadelphia, Pa.

Oct. 1986 to July 1992

- Experience in all aspects of State and Federal employment law, including the NLRA, RLA, FLSA, OSHA, ADEA, ERISA, wrongful discharge, State and Federal employment discrimination litigation, and workers' and unemployment compensation.
- Represented employers in arbitrations, mediations, collective bargaining negotiations, injunction motions, and employment litigation.

EDUCATION

University of Michigan Business School

Graduate, The Human Resource Executive Program
November 1996

Villanova University School of Law

Villanova, Pennsylvania
Juris Doctor, May 1986
Class Rank: Top 15 Percent
Associate Editor, Villanova Law Review

Clark University

Worcester, Massachusetts
Degree: B.A., May 1983

Mediation Training:

The Strategic Negotiator – 2017

New Jersey Civil Mediation Training Course – 2017

NJ Office of Dispute Settlement, Advanced Mediation training – 2017

The American Arbitration Association's five-day Mediator Training Program – 2016

Arbitration Training:

FINRA Arbitrator training course – 2018

National Association of Railroad Referees Conference – 2018

FMCS' Federal Sector Arbitration, Law and Practice – 2018

The AAA's two day Commercial and Employment Arbitrator course – 2018

FMCS' Federal Sector Arbitration: Law and Practice – 2018

The AAA's new Arbitrator training courses – 2017

FMCS' new Arbitrator training course – 2017

FMCS' five-day new Arbitrator training course – 2017

AFFILIATIONS

Co-Chair, Philadelphia Bar Association's Labor and Employment Committee

NJ Association of Professional Mediators

LERA National, Central PA, Philadelphia, New Jersey, D.C. and Maryland Chapters

SFLERP Washington D.C. Chapter

PUBLICATIONS AND PRESENTATIONS

Choosing the Right Mediator, Implicit and Cognitive Biases, The Legal Intelligencer (2018)

Arbitration, Mediation & Negotiation, Keys to Success - South Jersey SHRM (2018)

Improving Mediation Outcomes - SHRM Garden State Council (2018)