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**Present Occupation:** Arbitrator

**Business Address:**

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**Second Business Address**

3436 Magazine Street #216  
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**PROFESSIONAL AFFILIATIONS:**

Labor and Employee Relations Association  
Society of Federal Labor Relations Professionals

**EDUCATION:**

JD Law Columbia University 1971  
AB Government Georgetown University 1968

**CERTIFICATION:**

Law District of Columbia 1971

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

**2000- Present:** Arbitrator. Arbitrate labor and employment cases.. **2001-2005:** Intern with Arbitrator James M. Harkless. **1993-2000,** Director, Office of Appeals Counsel, U.S. Merit Systems Protection Board. Directed the preparation of all recommended decisions submitted to the Presidential-appointed Board, which decides personnel appeals involving the federal civil service. Issues appealed to the Board include discipline and discharge, pension claims, reductions in force, whistleblower claims, and claims under title VII, the ADA, and the ADEA. I directed thirty-five attorneys employed by the Office of Appeals Counsel. **1978-1991,** Associate General Counsel (Labor Law), United States Postal Service. I directed the legal representation of the U.S. Postal Service in all labor and employment matters, including all litigation before the NLRB, and in federal district and appellate courts, and in all collective bargaining negotiations, interest arbitration proceedings, and in significant rights arbitrations between the Postal Service and the unions representing its 650,000 bargaining unit employees. I frequently appeared in federal district and appellate courts in employment and labor cases. I served as a lead member (and alternate chief spokesperson) of bargaining teams in many collective bargaining negotiations and dealt with such issues as wages, bargaining unit work, jurisdiction, safety and health, subcontracting, alcohol and drug offenses, overtime, and job posting/bidding. **1971-1978,** Staff attorney and supervisory attorney in the Postal Service's Office of Labor Law.

**INDUSTRIES AND SECTORS:**

Education, Electrical Equipment/Appliances, Federal Sector-Grievance, Food, Hospital/Nursing Home, Office Workers/Clerical; Organizations, Petroleum/Petrochemicals, Police and Fire, Prison Guard, Public Sector-Grievance, Pulp and Paper, Restaurants, Steel, Stone/Quarry, Transportation

**ISSUES:**

Absenteeism, Arbitrability, Bargaining Unit Work, Demotion, Conduct, Discipline (discharge), Discipline (non-discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin; Drug/Alcohol Offenses, FLSA, FMLA, Leave, Grievance Mediation, Job Performance, Job Posting/Bidding, Management Rights, Past Practices, Promotion, Safety/Health Conditions, Union Security, Overtime Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats

**OTHER:** Presiding Judge, Ecclesiastical Court, Episcopal Diocese of Maryland, 2004-2011  
President, Disciplinary Board (formerly Ecclesiastical Court) Episcopal Diocese of Maryland,  
2011-present

**ARBITRATION ROSTERS:**

Federal Mediation and Conciliation Service  
American Arbitration Association  
National Mediation Board  
U.S. Virgin Islands Public Employee Relations Board  
Oregon Employment Relations Board

**PERMANENT PANELS:**

Customs and Border Protection and NTEU- national roster (2014-present)  
Kaiser Permanente and OPEU Local 2 (2016- present)  
U.S. Department of Labor and Local 12, AFGE (2005-2009)  
Social Security Administration and AFGE – regular and expedited panels (2009-2015)

**PUBLISHED AWARDS:**

*Medstar Hospital Center and SEIU, Local 722, 135 LA 1538 (2016).*  
*Medstar Hospital Center and SEIU, Local 722, 135 LA 877 (2015).*  
*Dep't of Homeland Security and AFGE, Local 1929, 135 LA 57 (2015).*  
*ExxonMobil Ref & Supply Baytown Refinery and Steelworkers Local 13-200, 134 LA 199 (2014).*  
*US Silica and Teamsters Local 992, 134 LA 418 (2014)*  
*City of Tulsa and Firefighters Local 176, 134 LA 662 (2015).*  
*Howard Industries and Electrical Workers, IBEW, 134 LA 313 (2014).*  
*Howard Industries and Electrical Workers, IBEW, 131 LA 1193 (2013)*  
*Howard Industries and Electrical Workers, IBEW, 131 LA 1274 (2012)*  
*Social Security Administration and AFGE Local 1923, 130 LA 254 (2012)*  
*University of District of Columbia and UDC Faculty Ass'n, NEA, 120 LA 1647 (2005)*

**FEES:**

**PER DIEM FEE:** \$1,400.00      **DOCKETING FEE:** None      **CANCELLATION FEE:** (See below)

**Grievance Arbitration:** The fee is \$1,400.00 per day for hearing, and for research and preparation of the opinion and award. A hearing day is any portion of a day up to eight hours. Time for research and preparation is prorated on a half-day basis. The arbitrator reserves the right to bill on an interim basis in protracted cases.

**Interest Arbitration, Fact-finding and Mediation:** \$1,600.00 per day, or portion thereof. Research and preparation is prorated at \$200.00 per hour.

**Travel Time:** Travel time not included in a hearing day is charged at the daily rate, and is prorated.

**Expenses:** Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, meals and lodging. Automobile mileage is charged at the established IRS rate. Arbitrator charges actual expenses for copying, phone, and extraordinary clerical expenses.

**Cancellation Policy:** . Cancellations or postponements made within 14 days prior to a hearing will incur a fee of \$1400 for each scheduled hearing day, cancellations or postponements made more than 14 days but less than 28 days prior to the scheduled hearing date will incur a fee of \$700 for each scheduled hearing date.