

Experience Summary: Decided over 3,000 cases since 1972 as a neutral. Currently serves on several permanent panels as an Arbitrator, Referee, Hearing Officer, or Umpire. Published numerous articles on Arbitration and Labor Relations and served as guest speaker at conferences and training programs sponsored by the American Arbitration Association, Federal Mediation and Conciliation Service, Delaware State Public Employment Relations Commission, Pennsylvania Labor Relations Board, New Jersey Public Employment Relations Commission, Pennsylvania Bureau of Mediation, etc.

Former Chairman, Foreign Service Grievance Board - Department of State and American Foreign Officers Association - 1993-1999.

Membership: National Academy of Arbitrators

National Mediation Board

American Arbitration Association

Federal Mediation & Conciliation Service

Pennsylvania Bureau of Labor Relations

Pennsylvania Bureau of Mediation

New Jersey Public Employment Relations Commission

New Jersey Bureau of Mediation

Delaware State Public Employment Relations Commission

New York State Bureau of Mediation

Iowa Public Employment Relations Commission

California State Bureau of Mediation

California Public Employment Relations Commission

District of Columbia (Washington) Public Employment Relations Commission

Issues: Alcohol and Drug Abuse, Arbitrability, Discharge, Discipline, Discrimination, Holiday and Holiday Pay, Job Classification, Job Evaluation, Job Posting and Bidding, Layoff, Bumping and Recall, Management Rights, Overtime, Pensions, Rate of Pay, Call-In/Call-Back Pay, Safety, Schedule of Work, Seniority, Subcontracting, Transfers, Vacation and Vacation Pay, Work Performance, Working Conditions, etc.

DEPARTMENT OF STATE

2201 C Street NW., Washington, DC 20520
Phone, 202-647-4000. Internet, <http://www.state.gov/>.

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799 United Nations Plaza, New York, NY 10017

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[For the Department of State statement of organization, see the *Code of Federal Regulations*, Title 22, Part 5]

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¹ A description of the organization and functions of the United Nations can be found under *Selected Multilateral Organizations* in this book.