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PROFESSIONAL BACKGROUND

ARBITRATOR, MEDIATOR: January, 1987 to present

Member, National Academy of Arbitrators

--Industries: Retail food, law enforcement, fire suppression, warehouse, telecommunications, construction, bakery, trucking, transit, real estate, steel, hotel, restaurant, entertainment, beverage, defense, timber, office clerical, environmental, public schools, colleges and universities, maritime, insurance, public employment, health care, pulp and paper, pharmaceutical, maintenance, packaging and container, oil, manufacturing, agriculture, chemical, food processing, automotive and aluminum.

--Issues: Interest arbitration, contract mediation, arbitrability, wage and hour, work standards, seniority, transfer, disability, sexual harassment, discipline and discharge, evaluation, contract interpretation, promotion, incentive plans, management rights, sub-contracting, hours of work, pay rates, discrimination, police brutality, personal injury, jurisdiction, safety, attendance, substance abuse, drug testing, successorship, insurance coverage, benefit plans and job classification.

--Agency Rosters: FMCS; SMCS; PERB; NMB.

--Public Rosters: Alameda County Bar Association ADR Panel; Santa Clara County ADR Panel; Contra Costa County; San Francisco Civil Service Commission; State of Nevada Public Sector Panel.

--Permanent Panels: Las Vegas Metro Police Department/Las Vegas Police Protective Ass'n, Metro; Las Vegas Metro P.D./Police Manager's and Supervisor's Ass'n; Northern California Retail Food Stores/United Food and Commercial Workers; U.S. Postal Service/APWU; Kaiser Aluminum and Chemical Corporation/United Steelworkers of America; City of Oakland/Oakland Firefighters Association; Pacific Bell/Communication Workers of America; USS-POSCO /USWA; Industrial Employers and Distributors Association/ILWU Locals 6 & 17; Registered Nurses Professional Association/County of Santa Clara; UNITE/Koret of Northern California; Vista Vineyard Management/United Farmworkers of America; California State University/California Faculty Association; SaveMart/UFCW Locals 870 and 120; C&H Sugar/Sugar Workers Local 1

--Member, SPIDR, Labor and Employment Sections of the State and San Francisco Bar Associations; ADR Section of the San Francisco Bar Association

--Past Regional Chairman, National Academy of Arbitrators Region 15; Past Executive Board Member, SPIDR, Northern California Chapter; Past Chairman, Industrial Welfare Commission Overtime Wage Board

--Panel Speaker, National Academy of Arbitrators 2005 Annual Meeting, "Arbitration in a Fishbowl: The Ethics of Disclosure"; Nevada Public Employer Relations Conference, January 2005; "Legal Pitfalls of S.B. 402," California Professional Firefighters Conference, November, 2000; "Sexual Harassment," San Francisco Bar Association Yosemite Conference, February, 1999; "Interest Arbitration in the Public Sector," State Bar Labor and Employment Section Conference, Fall, 1998; "Labor Arbitration Case Analysis," A.A.A. Arbitration Day, January, 1996; Faculty Member, USF National Center for Employment Studies/A.A.A. Labor-Management Education Series 1994.

ADMINISTRATIVE LAW JUDGE, AGRICULTURAL LABOR RELATIONS BOARD: December, 1976 to September, 1988

PRIVATE PRACTITIONER, GENERAL PRACTICE: September, 1973 to December, 1976

FIELD ATTORNEY, NATIONAL LABOR RELATIONS BOARD, Region 20, San Francisco, California: January, 1971 to September, 1972

EDUCATIONAL BACKGROUND

Cornell University, Ithaca, New York: A.B., June, 1967

New York University School of Law, New York, New York: J.D., June, 1970

Admitted to California Bar: January, 1971

Foreign Languages: French, Spanish

FEES FOR COMMERCIAL ARBITRATION:

\$375 per hour, 4-hour minimum

Cancellation fee equaling minimum charge if not notified at least 20 business days in advance of the hearing that it has been removed from calendar