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Member, National Academy of Arbitrators

Mediator and Arbitrator of Labor Relations and Employment Disputes. Maintain a full-time practice in both the private and public sectors in the New York metropolitan area and throughout the Northeast region. Listed on all of the major national, state, and local labor arbitration and mediation panels including the American Arbitration Association (New York, New Jersey, Philadelphia, Hartford, Boston, and Miami offices), Federal Mediation and Conciliation Service, National Mediation Board, New York State Public Employment Relations Board, New York City Office of Collective Bargaining, New York State Department of Education (Sec. 3020-a), Pennsylvania Bureau of Mediation, New Jersey Public Employment Relations Commission, New Jersey Mediation Board, and Suffolk County PERB.

Grievance-Mediator for New York City's day care system. Currently serve (since 1980) as the designated grievance-mediator serving the New York City day care industry, which has over 350 centers and a total workforce of 7,000 employees. As a required, contractual step prior to arbitration, I mediate all grievances brought by Local 205, District Council 1707, AFSCME and the Council of Supervisors and Administrators, AFL-CIO. Issues heard include discipline and discharge, contract interpretations, discrimination claims, past practice, time and leave, seniority, work performance, promotions, wage disputes, and all other workplace matters.

In this industry, the parties must appear before me for grievance-mediation prior to filing for AAA-administered arbitration. An average of ten (10) cases per month are mediated, with an historical 95%+ settlement rate.

Contract Arbitrator for Teamsters, Local 812, Soft Drink & Brewery Workers Union and Pepsi-Cola Bottling Co. of N.Y./Canada Dry Bottling Co. of N.Y. (since 1998); formerly, also Coca-Cola Bottling Co. of N.Y. (1996-98). Also, retained as contract arbitrator for various other bottlers and distributors in the New York metropolitan area.

Permanent Panel Arbitrator for CSEA & State of New York; IUE & General Electric (national panel); SEIU, Local 74 & Pine Bush, Monticello, and Ellenville school districts (New York State); CSA & NYC Board of Education; Steelworkers & United Defense Partnership; AFSCME, New Jersey Council 52 & Bergen Regional Medical Center; SEIU & National Metal Spinners Assn.; UFCW, Local 174 and NYC-based supermarkets; Teamsters and Transport Freight Systems, Inc. (New Jersey).