

**E-mail:** [Arbeder01@gmail.com](mailto:Arbeder01@gmail.com)

**Present Occupation:** Self-Employed-Arbitrator-Mediator & A.D.R. specialist

**First Business Address**

30358 E Mill Run  
Milton DE 19968  
Phone: (302) 313-4358  
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**Second Business Address**

1629 K Street N.W.  
Washington, DC 20006  
Phone: (202) 600-7809  
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**Experience:** Over 50 years in dispute resolution in the Private, Federal and Public Sectors.

**Professional Affiliations:**

Phi Theta Kappa International Society Member.  
Past President and current member of the Labor Employment Relations Association.  
Past member of the B.W.I. Business Partnership and D.C.C. Advisory Board.  
Maryland Labor Employment Association.  
Society of Federal Labor & Employee Relation Professionals.  
National Aerospace Workforce Coalition as an advocate

**Education:**

Liberal Arts Degree AAS<m C.C.B.C., MD. Majoring in Labor Studies, Labor Law, D.C.C., MD.  
Honorably Served in U.S. Navy Communications, Veteran Status.  
Commissioned Commissioner Federal Mediation & Conciliation Service

**Certifications:**

Personnel Development, Communications Workshop, Managing inventories and production,  
APICS Basics of Supply Chain Management, Issues in labor Law, Labor Studies.

**Arbitration/Labor Relations Experience:**

Over 50 years of experience in all three sectors of collective bargaining, - Private, Public-State and Local and Federal. A labor advocate, advancing to an officer and local union President and National Union Board member. Negotiated both local and National contracts as first chair, covering over a (9) state area. On such issues as wages, general increases and COLA's, Heath care packages, Pensions and a myriad of contractual language issues affecting a wide range of employees from clerical to fellow engineers in both the blue-white-collar classifications. During his time as an advocate he successfully prepared and presented case information for over thirty (30) arbitration cases on issues such as; discipline, discharge, overtime, overtime pyramiding and numerous other contractual disputes. Also, prepared and presented E.E.O.C and N.L.R.B. cases before ALJ's. Including unemployment and worker's compensation disputes all resulting in over 1 Million dollars in back pay compensation. He has a practical work experience and direct application with the following Acts: W.A.R.N., A.D.A, and F.M.L.A. He coordinated various lobbying efforts with County, State and Federal Government; Executive and Legislative branches in support of Aerospace, Environmental, work rule processes and associated DOD contracts in an effort to solidify employment and job security. He held both of these positions concurrently until 2000 when he joined FMCS, as a Commissioner of Mediation. During such time he was to receive various Awards for successfully mediating several high-profile cases. He was personally selected by the DOD to travel to Japan, Okinawa and Korea to deliver relationship training that he developed.

**Alternate Dispute Resolution Training:**

Commissioned with the Federal Mediation & Conciliation Service in 2000, recently completed 15 years of service. During which time he created A.D.R. language for various collective bargaining agreements, handling A.D.R. disputes in all sectors of employment, e.g., Federal; SSA, DOD, DOJ, DOL, VA, IRS, DOE, USPS. Private; Manufacturing, construction, steel, printing, aerospace, chemical, entertainment, transit, food, health care, and hospitals. Public; Fire, police call centers, corrections, DPW, transportation, safety, municipals and sanitation.

**Industries:**

Aerospace; advertising; automotive; bakery; beverage; building products; brewery; broadcasting; cement; chemical clothing; communications; construction; dairy; distillery; education; equipment/appliance; electronics; entertainment/arts; food(manufacturing/processing/service); furniture; health care; hotels/motels/casinos; hospital/nursing home; Iron, Lumber, machinery; maritime; meatpacking; metal fabrication; office workers/clerical; organizations; petroleum/petrochemicals; plumbing; police and fire; health care; hotels/motels/casinos; hospital/nursing home; meatpacking.

**Issues:**

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, National Origin, Drug/Alcohol offenses, Fringe Benefits: Holidays, Interest Arbitration, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Wages: Cost of Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats.

**PERMANENT ARBITRATION ROSTERS:**

Federal Mediation & Conciliation Service  
Financial Industry Regulatory Authority (FINRA)  
American Arbitration Association

**Panel associations:**

National Electrical Contractors Association-International Brotherhood of Electrical Workers 24  
Maryland Transportation Authority-Amalgamated Transit Union

**FEES:**

PER DIEM FEE: \$1400.00      CANCELLATION FEE (See below)

**Grievance Arbitration & Interest Arbitration:** The fee is \$1400.00 per day for hearing, and for each day of research and preparation for the opinion and award. A hearing day is any portion of a day up to eight hours. Time for research and preparation is prorated. Payment is requested within 30 calendar days of the issuance of the award or cancellation voucher receipt.

**Bench Decisions:** The fee for a bench decision (opinion-award given verbally at the close of hearing) is \$1200.00 per day, avoiding time delay and the cost of extra day (s) for research and preparation and with no additional fee for the bench decision being followed up in writing to the parties within 10 working days from the close of the hearing.

**Cancellation Policy:** If the scheduled hearing is postponed or canceled with notice of more than 21 calendar days the per diem fee is waived. If cancelled within the 21 day calendar day period prior to the hearing date, a one day per diem payment of (\$1400.00) or (1200.00) for bench hearing date, is required.

**Expenses:** Arbitrator charges actual cost of reasonable expenses, including airfare and lodging. Arbitrator does not charge for food, clerical assistance or copying and overnight charges. Arbitrator does not charge for automobile mileage and the related tolls, parking etc.,