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PROFESSIONAL EXPERIENCE

ARBITRATOR & MEDIATOR Panels and Rosters:

American Arbitration Association, Labor Panel
American Arbitration Association Employment Panel
American Arbitration Association Mediation Panel
American Arbitration Association Workplace Investigation Panel
American Arbitration Association, Storm Sandy New York Mediation Panel
Federal Mediation and Conciliation Service Arbitration Panel
National Mediation Board
MLB Players Association and Office of the Commissioner Salary Arbitrations
Writers Guild of America and the Alliance of Motion Picture and Television Producers
Student Workers of Columbia, UAW Local 2710 and Columbia University, City of New York
New York State Public Employment Relations Board
New York State Education Department Teacher Discipline
New York State Public Employees Federation Disciplinary Arbitration Panel
New York State Public Employees Federation Select Panel of Disciplinary Arbitrators
New York State United University Professions Disciplinary Arbitration Panel
New York City Office of Collective Bargaining
New Jersey PERC
New Jersey PERC Special Disciplinary Arbitration Panel
New Jersey State Board of Mediation
1199 Internal Staff Disciplinary Arbitration Panel
West Hampton Free Library & West Hampton Library Staff Association Panel
Port Authority Employment Relations Panel of New York and New Jersey
Pennsylvania Bureau of Mediation, DOL & Industry
Pennsylvania Labor Relations Board
Public Employees Relations Board U. S. Virgin Islands
State of New York Unified Court System
American Health Lawyers Association
American College of e-Neutrals Panel
U. S. District Court, Eastern District of New York
FINRA Public Arbitrator
Neutral overseeing Union-Employer Elections
Impartial Hearing Officer, NYC Department of Education, 2014-2022
Workplace Investigations on Title VI, VII, VIII, IX, and DASA
Mediator, U. S. Bankruptcy Court, Southern & Eastern Districts of New York

Mediator, New Jersey Courts Roster of Mediators
Mediator, Storm Sandy, U. S. District Court, Eastern District of New York
Mediator, Commercial Division, New York State Supreme Court

SENIOR COUNSEL 1993-2013

NEW YORK STATE UNITED TEACHERS, AFT, NEA, AFL-CIO

Representation of unions and employees in the private and public sector on labor, employment, education, civil service, and constitutional law matters before federal and state courts, administrative agencies, and in arbitral forums. Advised members, staff, and union officers, including officers of the United Federations of Teachers (“UFT”) on a plethora of legal and policy issues including employee discipline, seniority, arbitration, defamation, duty of fair representation, strikes, discrimination, constitutional issues, pension, FOIL, ADA, HIPPA, FMLA and FLSA. Directed associates on case assignments.

LABOR RELATIONS REPRESENTATIVE 1990-1993

NEW YORK STATE NURSES ASSOCIATION

Chief Negotiator of collective bargaining agreements on behalf of Registered Nurses employed at major New York City hospitals. Advised and represented Registered Nurses on labor, employment, and health care matters including medical and pension benefits, contract provisions and health and safety issues.

ASSISTANT ATTORNEY GENERAL, LABOR BUREAU 1990

NEW YORK STATE ATTORNEY GENERAL’S OFFICE

Investigated and enforced New York State Labor Laws, including unemployment insurance, workers compensation, and health and safety violations. Civil and criminal prosecutions regarding minimum wage, overtime, and prevailing wage violations.

STAFF ATTORNEY 1986-1990

LEGAL AID SOCIETY OF NEW YORK CITY

Representation of indigent defendants accused of criminal offenses from arraignment through trial, including grand jury presentations, hearings, bench and jury trials, and administrative forums including parole revocation hearings.

ACADEMIC EXPERIENCE

ADJUNCT ASSOCIATE PROFESSOR, FALL 2013 TO PRESENT CORNELL ILR/CUNY

Undergraduate Professor 2013-2022; Graduate Professor 2022-present
Professor for courses on Arbitration, Private Sector Labor and Employment Law, and Public Sector Labor Law.

GUEST LECTURER

Cardozo School Of Law, ADR in the Workplace, Spring 2013, 2014
Pace School of Law, Labor and Employment Law, Spring 2018

EDUCATION

BENJAMIN N. CARDOZO SCHOOL OF LAW, JD 1986

RUTGERS COLLEGE, RUTGERS UNIVERSITY, BA 1983 Dual Major History, Labor Studies

BAR ADMISSIONS

States of New York and New Jersey; U. S. District Courts for the Southern and Eastern Districts of New York; United States Court of Appeals, Second Circuit

PUBLICATIONS

Author, ABA, "Supreme Court Rejects Limitations for Enforcement of Arbitration Agreements by Non-signatories," Spring 2021

Author, ABA, "Supreme Court Dims the Lights on Plaintiffs' Rights to Class Action Arbitration in Lamps Plus," Fall 2019

Author, ABA, "Supreme Court Justices Unanimous on Threshold Arbitrability Issue," Spring 2019

Author, ABA, "Arbitration Agreement Allowing for *De Novo* Review of an Award Deemed Unenforceable," Spring 2018

Author, ABA, "Second Circuit Questions Arbitrator's Authority to Bind Absent Members to Class Arbitration," Fall 2017

Chapter Editor, ABA, FLSA Midwinter Report 2022-Present

Contributing Author, ABA, FLSA Midwinter Report 2013 to 2022

Contributing Author, ABA, FMLA Midwinter Report 2016 to Present

SPEAKING ENGAGEMENTS

Panelist, NAA/FMCS 46th Annual Arbitration & Advocate Symposium, 2019

Panelist, New York City Bar, Just Cause Arbitration, 2014

Panelist, Cardozo Law School Labor and Employment Law Society, 2014, 2015 Moderator, NYC

LERA "Arbitration: The Good, the Bad and the Ugly," 2013

New York City Bar Association, Trainer, Basic Mediation Training 2014

New York State Bar Association, Trainer, Commercial Mediation Training 2014

DISPUTE RESOLUTION

American Arbitration Association Higginbotham ADR Fellowship 2012

NYSBA Arbitration Mentorship Program

NJ State Mediation Board Mentorship Program

FMCS, Becoming a Labor Arbitrator

AAA/ACESIN Arbitrating in a Digital World: Management of Electronic Discovery

AAA Disaster Mediation Training
AAA Negotiating & Mediating Health Care Disputes
Southern District of New York Mediation Training
Eastern District of New York FLSA Mediation Training
New York State Bar Association Commercial Mediation Training
FINRA Arbitration Training
Amtrack-TWU Training

PROFESSIONAL AFFILIATIONS

National Academy of Arbitrators
Labor Employment Relations Association, President, NYC Chapter, 2014
Labor Employment Relations Association NYC Chapter Advisory Board, 2015 - Present
Labor and Employment Relations Association, NJ, Long Island and Philadelphia
NYC Bar Association, ADR Committee Member September 2013-2015
NYSBA committee member: Labor & Employment, Local & State Government, Dispute Resolution Section
NJSBA, committee member: Labor and Employment Law Section
ABA, Labor and Employment Section, ADR Section and Women in Dispute Resolution