

OFFICE OF
ANDREW M. STRONGIN
ARBITRATOR • MEDIATOR • ATTORNEY
4977 BATTERY LANE, UNIT 208
BETHESDA, MARYLAND 20913

ASTRONGIN@ADRMAIL.COM

(301) 661-8605

Occupation

Arbitrator and Mediator of labor and employment disputes in a wide range of industries in the private, public, and federal sectors since 1993.

Permanent Panels

- National Hockey League and National Hockey League Players' Association, Salary Arbitration Panel
- United Parcel Service and Teamsters Local 2727 Arbitration Panel
- Arconic, Inc. and United Steelworkers;
- Howmet Aerospace and United Autoworkers;
- Howmet Aerospace and United Steelworkers;
- Cleveland Cliffs and United Steelworkers;
- ArcelorMittel USA and United Steelworkers;
- Bridgestone Americas Tire Operations and United Steelworkers;
- AT&T Mobility and CWA, District 3
- International Matex Tank Terminals and USW District 4;
- United Parcel Service and IBT, New England Area Parcel Grievance Panel;
- United Parcel Service and IBT Local 804, Grievance Panel and Local Supplement
- Washington Metropolitan Area Transit Authority and ATU Local 689;
- Washington Metropolitan Area Transit Authority and IBT Local 639;
- Massachusetts Bay Transportation Authority and ATU Local 589 (Permanent Umpire);
- Verizon NJ and Local 827, IBEW (Discharge and Contract Panels);
- Piedmont Airlines and United Steelworkers;
- Horseshoe Baltimore Casino and The National Gaming Workers Coalition of IATSE Local 19, IBT Local 355, IUOE Local 37, UAW and its Local 17, and UNITE HERE Local 7;
- Architect of the Capitol and AFSCME;
- Dominion Hope and United Gas Workers' Union Local 69, UWUA, AFL-CIO;
- Georgetown University and Allied International Union;
- Children's Hospital and CIR/SEIU;
- NetJets and International Brotherhood of Teamsters, Airline Division, Local 1108;
- U.S. Customs and Border Patrol and NTEU, Baltimore Regional Panel;
- Internal Revenue Service and National Transportation Employees Union, National Panel;
- Internal Revenue Service and National Transportation Employees Union, National Factfinding Panel;
- Internal Revenue Service and National Transportation Employees Union, Southeast Regional Panel;
- Federal Communications Commission and NTEU;
- USDA Food & Nutrition Service and NTEU (East Coast/HQ Panel);
- Howard University Hospital and DC Nurses Association;
- Alcohol and Tobacco Tax and Trade Bureau and NTEU;
- U.S. Postal Service and American Postal Workers Union Regular Contract and Regular Discipline Panels (Regional);
- Montgomery Community College and AFSCME, Local 2380

Appointing Agency Panels

American Arbitration Association (AAA); Federal Mediation and Conciliation Service (FMCS);
National Mediation Board (NMB); District of Columbia Public Employee Relations Board.

Professional Associations

National Academy of Arbitrators (2002)
College of Labor and Employment Lawyers (2015)
State of Maryland Bar (1992)
District of Columbia Bar (1994)

Industries

Chemical, coal, communications, corrections, health care, manufacturing, printing, public sector (education, fire, government, police, postal, utilities), publishing, pulp and paper, refractory, service industries, sports and entertainment, steel, transportation, trucking and storage, warehousing.

Issues

Absenteeism, agency fees, arbitrability (procedural, substantive), bumping, contract interpretation/application, contracting out, discharge, discipline, discrimination, alcohol and drug offenses, fringe benefits, holidays and holiday pay, insubordination, job classification and evaluation, job posting and bidding, jurisdiction disputes, layoff, management rights, overtime, past practice, pensions, premium pay, recall, safety, schedule of work, scheduling, seniority/ability, training, transfer, union activity, wages, work assignment

Education

University of Maine School of Law
Portland, Maine
J.D., May 1992
• Editor, Maine Law Review

University of Michigan
Ann Arbor, Michigan
B.A., Philosophy and English, May 1988
• With Distinction

Training & Speaking Engagements

Provide ad hoc arbitration and advocacy training for neutrals, labor, and management in programs sponsored by, among others, the National Academy of Arbitrators; American Arbitration Association; Federal Mediation and Conciliation Service; Labor Arbitration Institute.

Publications

Editor, "Dispute Resolution in the Workplace: The Proceedings of the National Academy of Arbitrators," available online at <http://naarb.org/proceedings/index.asp> (December 2005).

"Arbitrating Statutory Individual Employment Rights in a Union Setting, *BNA's Collective Bargaining Bulletin*, May 8, 1997 (reprinted in *BNA's Employment Discrimination Report*, Vol. 8, No. 21 at 703, May 21, 1997).

"ADR: Maximizing the Benefits of the Grievance Process," *BNA's Collective Bargaining Bulletin*, April 25, 1996.

"Efficient Arbitration Proceedings Require Preparation, Collaboration," *BNA's Collective Bargaining Bulletin*, January 4, 1996.

Co-authored "Gilmer v. Interstate/Johnson Lane Corp.: Observations on an Expanded Role for the Labor Arbitrator," *Journal of Individual Employment Rights*, Volume 2(4) 283-291, 1993-94.