



AAA Mediation.org™

**FN-16856 MN-16856 LN-16856**

**Kent, Ohio**



**Current Employer-Title** Full-Time Arbitrator, Mediator, Conciliator, and Factfinder

**Work History** Full-time Arbitrator and Mediator, 1992-Present; Adjunct Professor, MBA Program, Cleveland State University, 1992-Present; Director of Quality Improvement, St. Vincent/St. John Hospitals, Cleveland, 1992-1996; Director of Employee Relations, University Hospitals of Cleveland, 1989-1992; Director of Labor Relations, Akron General Medical Center, 1985-1989; Director of Management Services, Ohio School Boards Association, 1980-1985; Business Agent, Steward and President, AFSCME/AFL-CIO, 1973-1980; Prior to 1980: Parole Officer, State of Ohio; Rehabilitation Specialist BVR.

**Experience** Extensive experience in employment dispute resolution in a variety of areas including, discrimination, sexual harassment, work team disputes, supervisory effectiveness, Americans with Disabilities Act compliance, and issues related to promotion, transfers, discipline, and discharge of line and management employees. Quality improvement, work performance effectiveness, and organizational development are additional areas of concentration as a practitioner and educator. Consulting experience in quality improvement, team performance, and organizational performance issues. Affiliated with the Northwestern University Law School as the Vice President of their Mediation and Education Research Project.

**Mediator Experience** Served as an active grievance mediator since 1992 in a variety of labor venues, private sector, non-profit sector, and the public sector. During the past 16 year period mediated over 1800 individual grievances. Currently mediating approximately 80 to 100 cases per year. Served as a mediator in healthcare disputes, approximately 35 to 40 grievances per year involving nurses, technicians, aides, housekeeping, maintenance laboratory employees; public sector disputes involving university professors, technical employees and support staff, city workers in street and sewer departments, police, fire, dispatcher, correction officers, engineers, clerical, and technical employees and public school employees including teachers, and support staff, approximately 40 to 50 per year; and private sector disputes in airline industry, approximately five to ten disputes per year.

**Representative Issues Handled as a Mediator** Employment cases, work jurisdiction, sexual harassment, discrimination based on race, age, work performance, and whistle-blower issues.

Labor issues include: work jurisdiction involving various union classifications for State Park District in Ohio. Resolved dispute with creation of a new classification; discrimination based upon race,

gender and age, mediated over 30 disputes involving these topics; back pay dispute and accrued interest due at a University involving professions union; healthcare benefits involving changing carriers, cost savings, and benefit levels in a large metropolitan school district; proper wage rates for various classifications in private sector auto parts plant and in State Department of Transportation bargaining unit; schedule changes to 10 and 12 hours days and attending benefit adjustments across state of Ohio; just cause for discipline and discharge in public, non profit, healthcare, and private sector businesses; layoff/bumping and recall rights all sectors; merit pay at university level; salary and benefits in public and non profit sectors; upgrading certification and license upgrades for bargaining unit of 300 in nation's tenth largest sewer district; subcontracting - all sectors; intellectual property at university level; salary structure for all sectors; safety in state department of corrections; retirement benefits for discharge employee in private sector; drug or alcohol abuse in all sectors.

**Mediator Style & Process Preferences** The mediation process should serve to provide the parties with a meaningful opportunity to jointly seek a resolution of their differences in order to avoid further litigation. It is not a discovery process; instead it should be viewed as a pragmatic undertaking during which an experienced third party neutral will assist in fashioning a satisfactory resolution of their differences. Even if a settlement is not reached, such a process can serve to assist each party in assessing the relative strength of their positions. I am an activist mediator, and I will challenge the parties to seek a workable resolution of their differences.

**Education** Bowling Green State University (BS, Business Administration/Labor Economics); Cleveland State University (MPA, Public Sector Labor Relations).

**Professional Associations** National Academy of Arbitrators; Federal Mediation Conciliation Service.

**Recent Publications & Speaking Engagements** Speaker, "Managing Change in a Unionized Environment," International EAP Conference, Orlando, 1999; "Cooperative Bargaining," ILLINOIS SCHOOL BOARD JOURNAL, 1983; "Cooperative Bargaining," OHIO SCHOOL BOARD ASSOCIATION JOURNAL, 1982.

PUBLISHED CASES:  
AAA LRP 386-8 (2002); AAA LRP 5876 (2002); AAA LRP 391.5 (2002).

**Mediation Rate** \$400 Per Hour

**Languages** English

**Citizenship** United States of America

**Locale** Kent, OH

The AAA's Rules provide the AAA with the authority to administer a mediation including, mediator appointment, general oversight and billing. Accordingly, mediations that proceed without AAA administration are not considered AAA mediations, even when the parties select an mediator who is on the AAA's Roster.

The information contained in this resume has been supplied solely by the individual mediator and may, or may not, be a complete recitation of their experience. The AAA assumes no responsibility for the content, completeness, accuracy, or reliability of the information contained in a mediator's resume. If you have any questions about a mediator's experience or background, you are encouraged to contact your case manager.

Mediators on the AAA Roster are not employees or agents of the AAA.