



AAA Mediation.org™

FN-18315 MN-18315 LN-18315, Esq.

New York, New York



Profession

Arbitrator

Work History

Arbitrator, Self-Employed, 1982 – Present; Director/Representative, New York State United Teachers, 1972 – 1982; Teacher, Great Neck Public Schools, 1966 – 1972.

Experience

One-hundred percent of practice devoted to labor & employment law serving as neutral. Engaged in the arbitration and mediation of labor and employment disputes involving wrongful discharge and interpretation issues, including executive contract agreements, classification of individuals as employees/independent contractors and whistle blower claims.

Mediator Experience

Served as mediator in over 300 labor and employment disputes including non-compete clauses, executive compensation, fiduciary obligation, wrongful termination matters, and discriminatory discharge based on race, age, sex, sexual orientation, and disability.

Served as a labor mediator in approximately 700 disputes, of which some 175 involved police and fire jurisdictions; 350 involved school district employees; 75 involved state and other municipal employees and the remainder (some 100) involved private sector employees including but not limited to health care and utility workers. A majority of the cases involved mediation over terms for a new collective bargaining agreement, where the sums in controversy were in the millions of dollars. In cases involving individual employees, the amounts involved ranged from a low of \$10,000 to a high of \$220,000.

**Representative Issues
Handled as a Mediator**

Mediated the following issues, among others: claims of sexual assault/harassment, discharge based on national origin and race, and non-compete clause based on similarity of product sold.

Issues in labor disputes involved compensation, leave benefits, work assignments and schedules, discharge and discipline.

**Mediator Style & Process
Preferences**

I attempt to persuade the parties why it is in their best interests to settle a dispute. I pledge to keep all statements to me confidential unless they wish them communicated to the opposing parties. I expect the parties to be open and honest with me for I have no authority to bind them to a particular result.

Education

New York Law School (JD-1982); University of Wisconsin (MA-1965); Brooklyn College

(BA-1964).

Professional Licenses	Admitted to the Bar: New York, 1983. Licensed School Administrator: New York, 1972.
Professional Associations	National Academy of Arbitrators (New York Region, Former Chair); College of Labor and Employment Lawyers; Industrial Relations Research Association.
Recent Publications & Speaking Engagements	Lecturer on "Labor Arbitration" and "Arbitration Advocacy" for the American Arbitration Association.
Mediation Rate	\$1,000 Per Hour
Languages	English
Citizenship	United States of America
Locale	New York, NY

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.