



AAA Mediation.org™

FN-19408 MN-19408 LN-19408, Esq.

Port Washington, New York

Profession	Arbitrator, Mediator
Work History	Arbitrator and Mediator, 1978 – Present; Visiting Professor, Cornell University – "The Practice of Labor Arbitration", 2010 – Present; Lecturer NYSSILR Cornell Extension Division/Visiting Lecturer, Jean McKelvey Neutral-in-Residence, 2010; Member, Presidential Emergency Boards and Congressional Advisory Board.
Experience	Since 1979, 100% of practice is devoted to labor and employment disputes, serving exclusively as a neutral arbitrator or mediator. Arbitrated or mediated over 10,000 cases involving virtually every conceivable labor/management and employment disputes, approximately 500 of which were tripartite panels.
Mediator Experience	Served in more than 5000 mediations. These include: banking and financial services disputes with employees, employment contracts in entertainment, sports, construction, hospitality, pharmaceutical, utilities and sales, healthcare labor/management disputes, labor/management manufacturing industry disputes, conflicts between employers, contractors, subcontractors and employees involving FLSA issues, race, gender, age, sexual orientation and whistle blower claims, accounting and law firm dissolutions. Resolved disputes regarding hundreds of millions of dollars.
Representative Issues Handled as a Mediator	Issues include restrictive covenants, breaches of fiduciary duties, valuation of sales performance, severance calculations, commissions entitlements, sales area calculation, contractor and union jurisdiction issues and assignments to certain preferred employment opportunities, FLSA and race, gender, age, sexual orientation and whistle blower claims.
Mediator Style & Process Preferences	I view the mediator as a change agent. My responsibility goes beyond conveying proposals between parties. I believe I am required to be innovative bringing potential ideas and solutions to the parties. Depending upon the nature of the dispute, I fully engage in the nuts and bolts of the internal bargaining parties undertake within their own organizations. First and foremost, I conduct myself with the principle that my integrity and honesty are the essential tools of my profession.
Education	New York University (JD-1979); Cornell University (MA-1976; BS-1975).
Professional Associations	American Arbitration Association (Board of Directors); National Academy of Arbitrators; New York State Bar Association; Labor and Employment Relations Association; Board of Trustees, Cornell University.
Recent Publications & Speaking Engagements	Instructor, Cornell University, 1979 – Present. Author of "Evidence and Proof in Arbitration" (Cornell ILR Press). Lectured and presented more than 250 times on the topics of Labor Arbitration, Collective Bargaining, Grievance Handling, ERISA, Taft-Hartley Deadlocks, Employment Arbitration, and Alternate Dispute Settlement to trade, business, union and employee groups for 25 years.
Mediation Rate	\$1,575 Per Hour
Languages	English

Locale

Port Washington, 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.