



AAA Mediation.org™

**FN-2730667 MN-2730667 LN-2730667,  
Esq.**

**Irvington, New York**



**Current Employer-Title** Full-time Arbitrator & Mediator

**Work History** Arbitrator & Mediator, 2013 – Present; Senior Counsel, New York State United Teachers, 1993 – 2013; Labor Relations Representative, New York State Nurses Association, 1990 – 1993; Assistant Attorney General, Labor Bureau New York State Attorney General's Office, 1990; Staff Attorney, Legal Aid Society Criminal Defense Division, 1986 – 1990.

Adjunct Associate Professor on labor and employment issues at graduate and undergraduate levels.

**Experience** Over 40 years of employment and labor law experience in both the public and private sectors. Litigated employment matters in both state and federal courts. Expertise regarding wrongful discharge, ADA, ADEA, EEOC, OWBPA, FMLA, FLSA, NYS Human Rights Law, wage and hour claims, whistleblower claims and executive contracts. Proficiency in Title VII and Title IX discrimination matters, including claims regarding gender, sexual orientation, race, age, disability, national origin, religion, pregnancy, retaliation, sexual harassment, and hostile work environment. Member National Academy of Arbitrators.

Consumer arbitration and mediation experience regarding credit card, telecommunication, automobile, and private school enrollment agreements.

**Mediator Experience** Primary focus of practice is arbitration and mediation. Has successfully mediated a variety of cases, including multi-party mediations.

**Representative Issues Handled as a Mediator** Mediated employment matters, labor disputes, property and business interruption losses, commercial matters, contractual matters, benefits packages, health care issues, 1983 issues, and landlord-tenant disputes.

**Mediator Style & Process Preferences** As a mediator, I create an atmosphere where the parties can work through their issues honestly and without fear of repercussion. I aim to facilitate discussions for "win-win" negotiations and settlements. My approach to accomplishing these objectives will vary depending on the issues and dynamics of a particular case. I encourage the parties to be forthcoming, fully explain the issues and facts as they see them, and listen carefully to the other party's presentation. Once all parties have had

a chance to speak, I will foster agreement on the issues and then work with the parties, together or separately, in caucus to arrive at a mutually agreeable resolution. I will explore with each party the strengths and weaknesses of the arguments of all parties, provide reality tests as needed, and assist the parties in generating and exploring settlement options.

<b>Education</b>	Benjamin N. Cardozo School of Law (JD-1986); Rutgers College, Rutgers University (BA, History and Labor Studies-1983). AAA Higgenbotham Fellow (2012).
<b>Professional Licenses</b>	Admitted to the Bar: New Jersey (1986), New York (1987); U.S. District Court: Southern and Eastern Districts of New York (1990); U.S. Court of Appeals, Second Circuit (2007).
<b>Professional Associations</b>	National Academy of Arbitrators ("NAA"); Labor and Employment Relations Association ("LERA") (New York City Chapter, Former President, Current Advisory Board Member); LERA (New Jersey Chapter and Philadelphia Chapters); American Bar Association (Labor and Employment Section, Alternative Dispute Resolution Section); New York State Bar Association Executive Committee, Dispute Resolution Section and New York State Bar Association (Labor and Employment Section, Dispute Resolution Section); New York City Bar Association (ADR Committee, 2013-2015).
<b>Recent Publications &amp; Speaking Engagements</b>	Chapter Editor ABA, FLSA Midwinter Report 2022-present; Author, ABA, FLSA Midwinter Report, 2013-2022; Author, ABA, FMLA Midwinter Report 2016-2020; Author, ABA articles on arbitration issues. Panelist, NAA/FMCS Annual Arbitration and Advocate Symposium, 2019; Panelist, NYC Bar, Just Cause Arbitration, 2014; Panelist, Cardozo Law School, Labor & Employment Society 2014, 2015; Presenter, NYC LERA on Arbitration: the Good, the Bad and the Ugly; NYC Bar Association, 2014 Trainer, Mediation; NYS Bar Association 2014 Commercial Mediation Training; Guest Lecturer: Cardozo Law School, ADR in the Workplace, 2013, 2014; Pace University, ADR Program.
<b>Mediation Rate</b>	\$800 Per Hour
<b>Languages</b>	English
<b>Citizenship</b>	United States of America
<b>Locale</b>	Irvington, 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.