

**EDWARD J. GUTMAN, ESQ.**

**E-mail Address:** [egutman@comcast.net](mailto:egutman@comcast.net)

**Website:** [www.egutmanadr.com](http://www.egutmanadr.com) (Summaries of recent arbitration Awards)

**Present Occupation:** Mediator, Arbitrator

**Business Address:**

Suite 600  
7 St. Paul Street  
Baltimore, MD 21202  
Phone: 410-960-6032

**PROFESSIONAL AFFILIATIONS:**

American Bar Association, Maryland State Bar Association, National Public Employers Labor Relations Association; Labor and Employment Labor Relations Association

**EDUCATION:**

BA – University of Maryland            JD – University of Maryland Law School

**CERTIFICATIONS:**

Law - Member the Bar of the State of Maryland, the District of Columbia, Federal Courts including the Supreme Court of the United States.

Alternative Dispute Resolution - Mediation and Arbitration

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

Trial attorney - National Labor Relations Board

Assistant City Solicitor City of Baltimore - Section of Labor and Employment

Labor Commissioner of Baltimore City (Mayoral appointment)

Private practice in labor and employment - av rated; formerly principal in Blum, Yumkas, Mailman and Gutman, P.A. and Semmes, Bowen & Semmes, P.A.; extensive experience in the public sector – public education and local and state government - the Fair Labor Standards Act, federal and state fair employment laws; ERISA, OSHA, contract enforcement.

Teaching – Adjunct Professor. University of Maryland School Francis King Care School of Law – Labor and Employment Arbitration; University of Baltimore School of Law – Labor Law; Community College of Baltimore City – Business Law

Member: Governor’s Task Force on Public Employment Labor Relations (Maryland)

Member: General Assembly’s Graduate Assistant and Adjunct Faculty Study Workgroup (Maryland)

Chair: Maryland State Labor Relations Board

Mediation – Private and Circuit Courts of Baltimore City, Baltimore County, Howard County, Frederick County, Anne Arundel County, Harford County Maryland, Legal Aid Bureau of Maryland, the Equal Employment Opportunity Commission,

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**INDUSTRIES:** Diverse Private and Public Sectors including Public School Systems, Public Safety, Ppublic Works, Correctional Institutions, Federal Sector – Grievance: Federal Sector – Interest, Hospitals, Transportation, Entertainment, Sports, Communications, Retail, Automobile, Port Authorities, Airport Authorities, Public Sector – Interest Public, Utilities.

**ISSUES:** Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin, Drug/Alcohol Offenses, Fringe Benefits, Holidays, Insurance, Leaves of absence, Vacation, Grievance Mediation, Hiring practices, Job performance, Job posting/bidding, Jurisdictional disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, ERISA, Pension and Welfare Plans, Pension Claim, Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages: Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats.

**ARBITRATION ROSTERS:** Federal Mediation and Conciliation Service, Financial Industry Regulatory Authority (FINRA), American Arbitration Association, Virtual Courthouse, National Arbitration and Mediation, National Arbitration Forum., National Mediation Board, Department of Labor, District of Columbia Water and Sewer Authority, New Jersey Public Employment Relations Board (“PERB”); Virgin Islands PERB; Delaware PERB; Montana PERB; Nevada PERB, Illinois Educational Labor Relations Board, California State Mediation and Conciliation Service

**FEES: PER DIEM FEE:** \$2,000 **ADMINISTRATIVE FEE:** \$250 (waived if case goes to hearing and a decision is rendered.)

**Grievance Arbitration:** The per diem fee is charged per day of hearing, for research and reviewing the case file records including testimony and exhibits, arguments, authorities etc and drafting and finalizing an opinion and award. A hearing day is any portion of a day up to eight hours. **Cancellation Policy:** If hearing that had been scheduled for in excess of 3 months is postponed or cancelled or if any hearing is postponed or cancelled with notice of less than fourteen (14) days notice, the per diem for each scheduled hearing date will be charged. **Interest Arbitration, Fact-finding and Labor Mediation:**

\$2,000 per day (for up to eight (8) hours). Time for study and preparation is prorated at \$250/hour.

**Travel Time:** Arbitrator charges per diem fee for any portion of a travel day up to eight (8) hours. Fee is prorated for travel time more than eight (8) hours for one day at \$250/hour. **Expenses:** Charges will be made for actual and necessary expenses of travel, lodging, meals, car rental (if necessary). Auto mileage expenses are charged at the prevailing rate that is permitted by the U.S. Government.

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**www.egutmanadr.com**

Mr. Gutman, a former Principal in the law firms of Semmes, Bowen & Semmes and Blum, Yumkas, Mailman and Gutman, with an Av Martindale Hubbell rating has been engaged in the ADR

practice of mediation and arbitration since 2004. He has arbitrated and mediated over 200 cases, including labor and employment, general business and other civil disputes.

He is an Adjunct Professor of Law at the University of Maryland Francis King Carey School of Law (“Labor and Employment Arbitration”) and a Member of the Maryland State Labor Relations Board.

### **Education**

University of Maryland - Bachelor of Arts

University of Maryland School of Law - LLB (Law Review)

### **Alternative Dispute Resolution (ADR) Training**

Arbitration Training - American Arbitration Association

Arbitration Training - Federal Mediation & Conciliation Service

Mediation Training - Maryland Institute for Continuing Professional Education Lawyers

Family Mediation Training - Maryland Institute for Continuing Professional Education of Lawyers  
Workers Comp Mediation Training - Maryland Institute for Continuing Professional Education of Lawyers  
Panel Member Training - Financial Industry Regulatory Authority (FINRA) (formerly the National Association of Security Dealers and the New York Stock Exchange)  
Mediation Training - Maryland Commission on Human Relations  
Mediation Training - Legal Aid of Maryland  
Mediation Training - Equal Employment Opportunity Commission

### **Professional Experience**

Trial attorney - National Labor Relations Board

Assistant City Solicitor City of Baltimore

Labor Commissioner of Baltimore City (Mayoral Appointment)

Member: Governor's Task Force on Public Employment Labor Relations (Maryland)

Member: General Assembly Workgroup on the Status of Graduate Assistant and Adjunct Faculty of the University System of Maryland

Member - Maryland State Labor Relations Board (Appointed by Governor Martin O'Malley)

Member - Baltimore Bar Association Alternative Dispute Resolution Committee

Private Practice in Labor and Employment and Education Litigation.

Private Practice in ADR Mediation and Arbitration

Certified arbitrator for the American Arbitration Association, Federal Mediation and Conciliation Service, Financial Industry Regulatory Authority, the National Arbitration Forum, VirtualCourthouse, ADR Systems, NAM, States of New Jersey, Virgin Island, Delaware, Nevada, States of Washington, Montana, Oregon, Illinois, California and Hearing Officer for local boards of education in student and teacher discipline disputes, labor relations and negotiations impasse proceedings.

### **ADR Certifications**

Certified mediator for commercial and labor and employment disputes for the Financial Industry Regulatory Authority (FINRA) (formerly the National Association of Security Dealers and the New York Stock Exchange), American Arbitration Association, Federal Mediation and Conciliation Service, the Circuit Courts of Baltimore City, Baltimore County, Howard County, Anne Arundel County, Harford County and Frederick County, Maryland; Legal Aid of Maryland, the Maryland Commission on Human Relations, the Equal Employment Opportunity Commission, the International Institute for Conflict Prevention and Resolution (CPR), VirtualCourthouse, ADR Systems of America, LLC, the Illinois Educational Labor Relations Board and National Arbitration and Mediation (NAM), National Mediation Board

### **Bar and Professional Associations**

Admitted to practice before State and local courts in Maryland and the District of Columbia, federal and appellate courts including the Supreme Court of the United States; member of the American Bar Association; Maryland State Bar Association (Member, Labor Law Section); Baltimore City Bar Association; Maryland Council of School Board Attorneys and the National Public Employer Labor Relations Association (Charter Member).

### **Community Activities**

Active in community affairs, charitable and services organizations

**Recent cases arbitrated** - Summarized on website [www.egutmanadr.com](http://www.egutmanadr.com).