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Present Occupation Arbitrator | Counselor at Law

Mailing Address

P.O. Box 54
Pendleton, IN 46064

Additional Addresses

Fort Lauderdale, FL 33312

(317)796-5266

PROFESSIONAL STATEMENT

40+ years labor and employment law experience in public and private sectors. Multi-Disciplinary background as trial attorney, chief labor negotiator, labor relations executive, union organizer and shop steward.

PROFESSIONAL AFFILIATIONS

American Arbitration Association
Indiana State Bar Association

EDUCATION

Master of Science Labor & Industrial Relations New York Institute of Technology 1984
Juris Doctor Law Irvine University School of Law 1981
Bachelor of Arts Politics, Economics & Society State University of New York at Old Westbury 1977

CERTIFICATIONS

Attorney
Video Arbitration Capable
In Person Ready
Law - Indiana 2008
Law - Utah 1998
Law - California 1990

ARBITRATION/LABOR RELATIONS EXPERIENCE

Jackson Memorial Hospital - Director Labor Relations , 2011 - 2011
The University of Chicago - Director of Labor Relations, 2009 - 2010
New York City Transit - Sr. Director of Collective Bargaining, 2008 - 2010
City of San Diego Attorney Office - Labor Attorney, 2007 - 2007
Hospira Inc - Sr. Human Resources & Labor Relations Manager, 2005 - 2006
World Minerals, Inc. - Director Industrial Relations, 2005
Eckert Craven, P.C. - Labor & Employment Attorney, 2003 - 2005
Rexnord Inc - Director Human Resources & Labor Relations, 2001 - 2002
Magnequench Inc - Director of Labor Relations, 2000 - 2001
Magnesium Corporation of America - Labor Counsel, 1995 - 2000

INDUSTRIES

Advertising, Aerospace, Agriculture, Airlines, Aluminum, Automotive, Bakery, Beverage, Building products, Cement, Chemicals, Clothing, Coal, Communications, Construction, Distillery, Education, Electrical Equipment/Appliances, Electronics, Entertainment/arts, Food manu/proc/service, Foundry, Furniture, Glass/pottery, Health care, Hospital/nursing home, Hotels/motels/casinos/resorts, Iron, Lumber, Machinery, Meat packing, Metal fabrication, Mining, Nuclear energy, Office workers/clerical, Organizations, Packaging, Paint & varnish, Petroleum/petrochemicals, Pharmaceuticals, Plastics,

Plumbing, Police & fire, Printing & publishing, Prison guard, Public sector grievance, Public sector interest, Pulp & paper, Railroads, Real estate, Refrigeration/HVAC, Restaurants, Retail stores, Rubber/tire, Steel, Stone/quarry, Symphony orchestra, Textile, Transportation, Trucking & storage, Upholstering, Utilities, Warehousing

ISSUES

Absenteeism, Affirmative action, Age, Arbitrability, Bargaining unit work, Bonus fringe benefits, Conduct (off-duty/ personal), Cost-of-living pay, Demotion, Disability, Discipline (discharge), Discipline (non-discharge), Discrimination, Drug/alcohol offenses, Fact finding, Fringe benefits, Gender, Grievance mediation, Health/hospitalization, Hiring practices, Holiday pay, Holidays, Incentive pay, Insurance, Job classification & rates, Job performance, Job posting/bidding, Jurisdictional dispute, Layoffs/bumping/recall, Leave, Management rights, Merit pay, National origin, Overtime Pay, Past practices, Pension and welfare plans, Pension claim (fed. statute), Promotion, Race, Religion, Retirement, Safety/health conditions, Seniority, Severance pay, Sexual harassment, Strikes/lockouts/work stoppages/slowdowns, Subcontracting/contracting out, Unilateral, Union security, Vacation, Vacation pay, Violence or threats, Wages, Work Hours/Schedules/Assignments, Working conditions/work orders

ARBITRATION ROSTERS

FMCS Arbitration Roster; American Arbitration Association; California Public Employee Relations Board; Eight Judicial District Court, Las Vegas, NV; Indiana Educational Employment Relations Board; Louisville Kentucky Labor Management Committee; Michigan Employment Relations Commission; Nevada Employment Management Relations Board; New York State Employment Relations Board; The Labor Relations Connection; Washington Public Employees Relations Board

PUBLISHED CASES

Louisville Gas & Electric Company v. International Brotherhood of Electrical Workers, Local 2100 (2023).; Ox Industries & United Steelworkers of America, Local 7-1106 (2025).

RATES/POLICIES

Per Diem: \$1,800.00

Daily per diem (8 hrs.) \$1,800.00 for hearing, research and preparation of the opinion and award.

Arbitrator charges one-half per diem fee any portion of travel day up to eight hours. Arbitrator charges actual cost of travel including airfare, lodging, ground transportation and meals. Automobile mileage charged at current IRS rate. Cancellation/Postponement: (1) day per diem with less than 30 calendar days' notice.