

Rick Bales is a faculty member at of Ohio Northern University Pettit College of Law (though he visited at Akron 2018-19). He has published more than eighty scholarly articles and authored or co-authored five books on arbitration, ADR in the workplace, employment law, and labor law, with another co-edited book on reforming labor law from Cambridge University Press on the way. He has spoken widely on labor/ADR topics, including at universities in nearly every country in Southeast Asia several times each. He has twice been selected as a Fulbright Specialist, once each to Kuala Lumpur and Jakarta, both times to provide ADR training, and is working now with NAA member Richard Fincher to provide such training through the Solidarity Center in Myanmar. Rick received his law degree from Cornell Law School and his B.A. from Trinity University. He is proud to have become a new member of the Academy (May 2019), having long admired the many NAA members with whom he has had the privilege of working.

JACK CLARKE

Jack Clarke, Athens, Georgia, is a full-time arbitrator and mediator with experience in civil rights, college test score, contract, construction, employment, homeowner warranty, insurance, pension, torts and securities claims as well as labor grievances. His experience as a neutral in the collective bargaining arena extends to interest and rights claims in both the public and private sectors. Mr. Clarke is a Vice President of Mediation Research & Education Project. He is a member of the National Academy of Arbitrators. He served as Chair of the Southeastern Region from 1989 to 1992, as Local Arrangements Chair for the Academy's Annual Meeting in 1992, as a member of Board of Governors from 1994 to 1997, as Program Committee Chair for 1999 Annual Meeting and as Vice President from 1999 to 2001. Mr. Clarke is a member of the Georgia, Alabama, and Tennessee chapters of the Labor and Employment Relations Association. Former professional affiliations include the American Bar Association, Labor & Employment and Dispute Resolution sections; Association for Conflict Resolution and the Alternative Dispute Resolution Committee of the Alabama State Bar, which committee he chaired from 1999 – 2001. Mr. Clarke served as the principal draftsman for the Alabama Code of Ethics for Mediators, which the Alabama Supreme Court adopted effective March 1, 1996. The American Arbitration Association awarded Mr. Clarke the Whitney North Seymour, Sr. Arbitration Medal in 1988. The Alabama State Bar presented him with its Outstanding Service award in 2002.

Mr. Clarke is on the faculty of the FMCS Institute's Arbitration for Advocates in the Federal Sector and Becoming a Labor Arbitrator programs.

Mr. Clarke attended primary and secondary schools in Cleveland, Ohio. He received B.S. and J.D. degrees from the University of New Mexico in 1961 and 1971, respectively. He is a member of the Bar Associations of Alabama and New Mexico, the latter being inactive.

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James Cooper was born in Troy, New York and raised in Metuchen, New Jersey. He attended Cornell University where he received a bachelor of arts degree in chemistry in 1968. Following graduation, he attended Rutgers School of Law, Newark and obtained a JD in 1971. While in law school and for one year afterwards he worked for the New Jersey Division on Civil Rights before serving in the U.S. Army. Following his Army service he became counsel for the Massachusetts Commission Against Discrimination in Boston. Thereafter he served as an associate in the law firm of Holtz and Drachman, also of Boston. In 1975 Governor Michael Dukakis appointed Mr. Cooper to serve a five year commission as Chairman of the then-Massachusetts Labor Relations Commission (now the Commonwealth Employment Relations Board). Upon completion of his term in 1980, Mr. Cooper became a labor arbitrator and mediator. He has served as an arbitrator in many industries and at every level of government. Mr. Cooper has been selected for service on many arbitration panels and continues to work as an *ad hoc* arbitrator and mediator, serving primarily in New England and New York. He lives with his wife of many years, Susan Horwitz, in Brookline, Massachusetts.



As a partner at Filion Wakely Thorup Angeletti LLP, Sarah Crossley acts for employers in both the federal and provincial jurisdictions. Her clients operate in a range of industries, including manufacturing, telecommunications, retail, financial services and pharmaceutical.

Sarah provides practical and strategic advice to employers on all aspects of labour and employment law. She regularly acts as counsel in wrongful dismissal litigation, human rights proceedings, and grievance arbitrations. She is also regularly retained to conduct workplace investigations.

Sarah is a sought-after expert, having written on and delivered many presentations on such issues as conducting lawful and effective workplace investigations, accommodation, workplace discrimination and harassment, terminations, and the benefits of employment agreements. She is a past course instructor for the Human Resources Professionals Association's employment law course and for the HR Professionals Certificate Program at Osgoode Professional Development, Osgoode Hall Law School. Sarah has been ranked as a Leading Practitioner by the Canadian Legal Lexpert® Directory every year since 2016. She was also recognized by Chambers Canada in 2018 and 2019.

David M. Gaba

David Gaba is a graduate of the University of Nebraska receiving his J.D. from the College of Law in 1984 and his M.B.A. in 1987. Since joining the bar he served as an attorney for the Department of Labor, Chief Administrative Law Judge of the Nebraska Appeal Tribunal, General Counsel for the largest healthcare union in the State of Washington, Assistant Attorney General for the State of Washington, and Director of Labor Relations for Metropolitan King County; he is currently a member of the Washington, Idaho, and Nebraska Bar Associations. Dave has had numerous cases published and cited in the BNA Labor Arbitration Reporter and is the author of *Equitable Defenses Under State Blue-Sky Law*, PIABA B. J., Vol. 16, No. 3 (2009); and, *Disregarding the Manifest Disregard of the Law Standard Under the Federal Arbitration Act*, 17 PIABA B. J. 179 (2010). Dave serves on many permanent panels including those for the states of Washington, Alaska, and Oregon.

When not hearing cases as a labor arbitrator Mr. Gaba limits his practice to securities litigation (mostly suing stockbrokers). Mr. Gaba is currently on the roster of the American Arbitration Association, Federal Mediation and Conciliation Service, Washington Public Employment Relations Commission, Oregon Public Employment Relations Board, and FINRA among others.

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Sarah Garraty, a 1980 graduate of Northeastern Law School, has been a full time arbitrator and mediator specializing in labor and employment law disputes for thirty years.

Previously, she was a hearing officer/administrative law judge with Massachusetts Labor Relations Commission (1981-1986) and a mediator and arbitrator, and then Vice Chair, of the Massachusetts Board of Conciliation and Arbitration (1986-1993).

Ms. Garraty was an adjunct professor at Northeastern Law School for twenty years where she has taught both Alternative Dispute Resolution and Negotiations. (1996-2016) She has also worked extensively as a negotiation and mediation trainer, in corporate, non-profit, and public sector settings.

Ms. Garraty is a former Chair of the Labor and Employment Section of the Massachusetts Bar Association, a New England Regional Chair and Membership Chair of the National Academy of Arbitrators.

Lise Gelernter arbitrates and also teaches Arbitration, Employment Discrimination and sometimes Administrative Law at the University at Buffalo School of Law. Her path to a career in arbitration started during a summer internship in New York City's Office of Labor Relations. After college and a few years working (including a year as an organizer for the ILGWU), Lise (pronounced just like Lisa) attended and graduated from law school (New York University). After working at a law firm in Washington, DC, she then went on to work as a Legislative Counsel in Washington, and an Assistant Counsel to New York State's Governor, Mario Cuomo. After a stint as the Deputy Commissioner and Counsel for the New York Department of Labor, Lise went into private practice again at a law firm in Albany that represented a correction officers union and represented the union in many arbitration cases. After leaving the law firm, then teaching for a semester at Brandeis University, Lise began teaching and arbitrating in Buffalo in 2001. Her paper, *How Much Power Does a Labor Arbitrator Have? What the Latest Court Decisions Mean for Arbitrators, Employers, Unions and National Labor Policy*, was part of the NAA's 2011 Proceedings. Her article, *The Impact of Epic Systems in the Labor and Employment Context*, 2019 J. Disp. Resol. (2019), was part of a three-article mini-symposium on the *Epic Systems* Supreme Court case. It is available at:

<https://scholarship.law.missouri.edu/jdr/vol2019/iss1/10>

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Academy member Barry Goldman is an arbitrator and mediator based in Michigan. He is the author of The Science of Settlement: Ideas for Negotiators and co-author, with Stuart Israel, of Opinions: Essays on Lawyering, Litigation and Arbitration, the Placebo Effect, *Chutzpah*, and Related Matters.



Michael Z. Green is a member of the Texas A&M University School of Law tenured faculty and the Director of the Workplace Law Program. Professor Green's scholarship focuses on workplace disputes and the intersection of race and alternatives to the court resolution process. Professor Green is an elected member of the American Law Institute as of October 2006 and an elected Fellow to the College of Labor and Employment Lawyers as of June 2014. In September 2015, he received the Paul Steven Miller Memorial Award given to a scholar who has demonstrated outstanding academic and public contributions in the field of labor and employment law. In September 2019, he is scheduled to become a member of the National Academy of Arbitrators (NAA) upon completion of orientation at the NAA 2019 Fall Education Conference to be held in Savannah, Georgia.

Will Hartsfield is a member of the National Academy of Arbitrators and has served in over 800 arbitrations. He received his undergraduate degree from Texas A&M University and his law degree from Harvard Law School.

A former Navy Judge Advocate General Officer, he began his ADR practice in 1989 in Dallas, Texas. He has served as a trainer for ADR for the American Arbitration Association, the Attorney-Mediators Institute, and other groups.

He serves on the arbitration panels for the Federal Mediation and Conciliation Service, the National Mediation Board, and the American Arbitration Association, including its labor, employment, and international panels.

He serves as an Independent Hearing Examiner for the cities of Fort Worth and Houston, Texas and served as a Certified Independent Hearing Examiner for the Texas Education Agency from 2009 to 2015 and as an Adjunct Professor at the University of North Texas from 2009 to 2017 teaching Arbitration Basics and Dispute Resolution in the Workplace.

Christi Hulme Bio

Christi Hulme serves as President of the Savannah Regional Central Labor Council and a member of the Office Professional and Employees International Union (OPEIU) Local 277. Part time she is an administrative professional that provides immediate support, services, and skills to busy individuals, organizations and companies as a virtual assistant.

Although Christi was a union member since 1997 with the Office of Professional Employees International Union Local 277, she did not become actively involved in Labor issues until 2002 when she moved from Waco, TX to Savannah, GA. She married her husband Brett Hulme, whom at the time was the SRCLC President. She became employed at AirTran Airways in 2002 and in 2010 she worked with IAMAW District Lodge 141 in organizing the employees. Once the employees won the elections, she was appointed as a Union Field Representative for IAMAW District 141 and handled employee grievances and disputes in the Southeastern States until the Savannah Call Center closed in 2012. She then began her venture as an administrative professional.

In 2016 Christi rejoined OPEIU Local 277 as an Associate Member and became a delegate for the SRCLC. In April 2016, Christi was elected as Trustee for the SRCLC, in February 2018 she was Vice President and in May 2019 she was elected as President.

When Christi is not working you will find her camping at Magnolia Springs in Georgia or in the Santa Fe National Forest where her family owns a cabin off the grid. She will tell you that there is nothing better than campfire coffee, cooking over a fire and sleeping under the stars where there are not any cell phones, laptops or TV.

Bio Jerome B. Irwin Sr

Born February 21,1951 is a native Savannahian. Graduated Tompkins High School. Worked as a Longshoremen on the Docks of Savannah, Ga. Which started his Union affiliation At ILA Local 1414. The went into the trucking business for 32 years. In 1995 began trying to organize Port drivers in the Port of Savannah. Seeing the downward trend of the business knowing something had to be done to help drivers. This is where the drivers fight of misclassification began. Became a member of the Teamsters Local 728 help organize the Chatham Country School Bus Drivers. Still work as an Organizer. Continue to try to educate the Port Drivers. Member of Savannah Regional Central Labor Council Pass President, Now Vice President, President of the A. Phillip Randolph Institute. Jerome is an Ordain Minister of the Gospel, works with the Buildings and Trades Union with the Youth Furthers Program created by the Labor Council.

Jerome B. Irwin Sr

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PHILIP A. LAPORTE

Phil LaPorte serves as the Southeast Regional Chair for the National Academy of Arbitrators. The National Academy of Arbitrators is the country's leading professional association for labor arbitrators. Professor LaPorte served on the faculty of Georgia State University for thirty-two years. He took emeritus status from the GSU College of Law in January. Professor LaPorte was appointed as Chair of the City of Atlanta's Civil Service Board by Mayor Andrew Young and appointed to a second term by the late Maynard Jackson. He holds appointments as the permanent arbitrator for numerous employers and unions including the IBEW and NECA, MARTA and ATU and AT&T and CWA and Kroger and the Teamsters. Professor LaPorte also served on the Salary Arbitration Panel for Major League Baseball and the Major League Baseball Players Association.

Phil LaPorte is a graduate of Saint John's University and the University of Minnesota. He serves as Program Chair for the award-winning Atlanta Chapter of the Labor and Employment Relations Association and Secretary-Treasurer for the Georgia Labor Management Conference. He received the TERRA Lifetime Achievement Award in 2016 for "achieving excellence in labor-management relations and promoting the ideals of the Labor and Employment Relations Association."

Homer C. La Rue

ARBITRATOR MEDIATOR PROFESSOR OF LAW

Biographical Sketch



Professor La Rue has a master's degree in Industrial & Labor Relations and a JD from Cornell University. He has a BA from Purdue University. He is Professor of Law at the Howard University School of Law in Washington, D.C. where he teaches clinical courses as well as gives lectures and seminars in traditional law courses. He is the founder and co-director of the Howard Law ADR Program. Professor La Rue also is the founder and director of the Law School's ADR Certificate Program. He also directs an ADR externship for third-year law students with the World Bank Group's Internal Justice System.

Professor La Rue has extensive experience as a labor and employment law attorney. For more than 35 years, he has served as an arbitrator and a mediator in numerous matters, including labor, employment, and commercial disputes.

Professor La Rue is a past Chair of the Council of the Section of Dispute Resolution of the American Bar Association. He also was Chair of the Maryland State Labor Relations Board from 2008 to 2011. He is a Vice-President of the National Academy of Arbitrators and currently serves as member of its Board of Governors.

He is the permanent arbitrator in a number of collective bargaining agreements. Professor La Rue is a member of the labor-management roster of arbitrators of the American Arbitration Association and the Federal Mediation and Conciliation Service. He also is a member of the roster of arbitrators for employment disputes with the American Arbitration Association.

Professor La Rue is a past president of the Society of Professionals in Dispute Resolution (SPIDR), now the Association for Conflict Resolution. He is a Fellow in the College of Labor & Employment Lawyers. He also is a Distinguished Fellow in the International Academy of Mediators (IAM) and has served on its Board of Governors. The Peggy Browning Fund's 2015 DC Awards Reception recognized Professor La Rue for his fair and impartial work as a labor-management neutral. Professor La Rue was the 2017-18 Neutral-In-Residence at the School of Industrial and Labor Relations (ILR) at Cornell University.

He has lectured extensively and conducted training in the dispute resolution field to a variety of bar, business, and labor groups, both domestically and internationally. He has served as a technical advisor and trainer for the Commercial Law Development Program (CLDP) of the U.S. Department of Commerce. The project on which he worked was designed to assist in the development of a regional ADR system for the resolution of commercial disputes in Central and West Africa. As a technical consultant to the project, he lectured and conducted training programs and conferences in countries in Central and West Africa.

Professor La Rue has devoted a significant portion of his professional time and experience to the increase of diversity among neutrals in arbitration and mediation. He frequently gives lectures and presentations to law faculty, law students, and various other groups on issues concerning racial and ethnic diversity an inclusion in the ADR field. One of his past initiatives, known as *AccessADR* (co-directed with a colleague), was designed to increase racial and ethnic diversity in the areas of employment and commercial mediation.

Julie A. Lenggenhager Bio

Julie is an Assistant Counsel in the Chicago Field Office of the National Treasury Employees Union, the nation's largest independent union of federal employees, representing 150,000 workers in 33 departments and agencies. She represents employees at the Department of Homeland Security, the Department of Health and Human Services, the Department of Agriculture and has also previously represented employees at the Internal Revenue Service. Her extensive experience includes arbitrating discipline and contract interpretation matters and representing employees before the EEOC and Merit Systems Protection Board. She provides strategic and practical advice to local union leaders on federal labor law issues, and engages these leaders and other NTEU members in membership development and targeted organizing efforts. Prior to joining NTEU, Julie worked as an Associate Attorney at a private law firm representing private and public sector labor unions and Taft-Hartley health and welfare funds. She earned her Juris Doctor and a Certificate in Employment Law from Saint Louis University School of Law. She received her Bachelor of Arts from Illinois Wesleyan University, with a major in Political Science and a minor in Diplomatic Relations.

BIOGRAPHY

William A. Marcotte has been extensively involved in labour relations since 1974. Academic experience includes his doctoral thesis (University of Toronto, 1980) on the constructed reality of the collective agreement negotiations process from a phenomenological perspective and, lecturer and visiting professor appointments at the University of Toronto and University of Western Ontario in the 1980's where he taught collective bargaining courses at the post-graduate level. Bill's research experience includes involvement as: a chief researcher, a research director, member, and, chair of various ad hoc and legislatively-created committees and task forces on collective bargaining legislation and issues. His work experience in the field includes: union executive and negotiator, employer-side negotiator, fact-finder, mediator, Federal conciliation board chair, and of course, arbitrator. In this latter role, his full-time practice of some thirty years includes both provincial and Federal jurisdictions. He became a member of the NAA in 1998.

Scott D. Miller

Biographical Sketch

Legal Counsel, AFSCME Council 31, 2001 – Present: Represents the Union and its members in all aspects of labor, wage and hour, occupational safety and health, and employment law disputes in arbitration hearings, State trial and appellate court proceedings, and before Federal, State and local administrative tribunals, including the National Labor Relations Board, the U.S. Department of Labor, the Equal Employment Opportunity Commission, the Illinois Labor Relations Board, the Illinois Educational Labor Relations Board, the Illinois Department of Labor, the Illinois Department of Human Rights, the Illinois Human Rights Commission, the Illinois Department of Employment Security and various civil service commissions; drafts and analyzes legislation and regulations; provides advice and training for Union leadership and staff.

Adjunct Lecturer, University of Illinois-Chicago, 2010 – Present: Teaches a course about labor relations in the public sector in the Master's in Public Administration Program at the College of Urban Planning and Public Affairs.

Chief Legal Counsel, Chief Administrative Law Judge, Administrative Law Judge, Illinois Department of Labor, 1990 – 2001: Chief Legal Counsel. Prosecute on behalf of, and defend, the Director and the Department of Labor in formal administrative hearings; draft and analyze legislation; promulgate regulations; issue opinion letters; oversee the Department of Labor's lawsuits handled by the Office of the Illinois Attorney General and various State's Attorneys offices; and provide advice and training for the Director of Labor and Department's staff. January, 1996 – July, 2001.

Chief Administrative Law Judge. Administered the Office of Administrative Hearings. March, 1994 – January, 1996.

Administrative Law Judge. July, 1990 – March, 1994.

Publishes Extensively in Academic and Professional Journals: Including, *Combatting Wage Theft in Illinois: Administering and Enforcing the IWPCA*, 47 Urb. Law. 665 (2015); *Atrophied Rights: Maximum Hours Labor Standards under the FLSA and Illinois Law*. 28 N. Ill. U. L Rev. 261 (2008); *Revitalizing the FLSA*, 19 Hofstra Lab. & Empl. L. J. 1 (2001) (quoted in Marion G. Crain, Pauline T. Kim, Michael C. Selmi, *Work Law: Cases and Materials* 766 (3d ed. 2015)); *The Preemptive Effect of ERISA on the Prevailing Wage Act*, 29 John Marshal L. Rev. 55 (1995) (cited in *Burgio and Campofelice, Inc. v. N.Y. Dep't of Labor*, 107 F.3d 1000, 1004 (2d Cir. 1997)); *Minimum Guaranteed Rights Under the Illinois Wage Payment & Collection Act*, 81 Ill. B. J. 194 (1993) (quoted in *Byung Moo Soh v. Target Marketing Systems, Inc.*, 817 N.E.2d 1105, 1107 (Ill. App. Ct. 2004)); *RICO's Application to Labor's Illegal Strike Conduct: Reconciling RICO with the NLRA*, 11 Hamline J. Pub. L. & Pol'y 233 (1990) (cited in 2 *The Developing Labor Law* 30-5 (7th ed. 2017)).

BIOGRAPHY

Jasbir Parmar has been a full-time labour arbitrator since 2008. She is on the Ontario Minister of Labour's list of approved arbitrators, the Grievance Settlement Board, and the Ontario Police Arbitration Commission. In addition, Jasbir is named as arbitrator in several collective agreements in a variety of sectors. Jasbir is an active member of the Ontario Labour-Management Arbitrators' Association, and since 2015 has held the role of Secretary-Treasurer.

Prior to becoming an arbitrator, Jasbir practiced labour law for several years in British Columbia and Ontario. She was also a vice-chair of the Workplace Safety and Insurance Appeals Tribunal. Jasbir taught at Osgoode Hall Law School at York University from 2012-2014, and served as coach of the school's team for the National Labour Competition from 2013 - 2018. She has been a frequent guest speaker at other universities and at various conferences.

Jasbir has a Bachelor of Arts from the University of British Columbia (1991), and a Bachelor of Laws from the University of Windsor (1995). She lives near Toronto, Ontario.

Arthur Pearlstein

Arthur Pearlstein serves as Director of Arbitration and as Director of the Office of Shared Neutrals at the Federal Mediation and Conciliation Service (FMCS). He has previously served FMCS as a mediator, as general counsel of the Agency, and as head of the ADR and International Program. In addition, he has worked extensively in the area of dispute systems design in the workplace.

He has substantial experience in arbitration, mediation, and negotiation, as a lawyer, manager, professor, and trainer. Arthur was Professor of Law and inaugural director of the Werner Institute for Negotiation and Dispute Resolution at Creighton University in Omaha. He has authored or co-authored book chapters and articles on arbitration, workplace dispute resolution, dispute systems design, ADR, online dispute resolution (ODR) and human resources, and spoken widely on these and other topics.

Arthur received his J.D. with honors from Harvard Law School, a master's in dispute resolution from the Straus Institute for Dispute Resolution at Pepperdine University in California, and a B.A. from Haverford College in Pennsylvania.

MYERS MYCHAL ROLLINS - BIO

Myers Mychal Rollins is currently Acting Director, Labor and Employee Relations for the Metropolitan Atlanta Rapid Transit Authority (MARTA) in Atlanta GA. He began his labor relations career as the Director of Human Resources & Labor Relations for Cuyahoga County in Cleveland, Ohio where he negotiated and oversaw eighteen (18) labor agreements and managed a workforce of 12,000 employees. Rollins has had an extensive career in public transit labor relations serving in a variety of senior management positions with transit agencies in Ohio, North Carolina, South Carolina and Georgia.

Over his career, Rollins has negotiated more than one hundred labor agreements with public and private sector labor unions. Rollins has also represented management in more than three hundred (300) arbitration cases. At MARTA, Rollins is responsible for the day-to-day administration of MARTA's Labor Agreement with Local 732 of the Amalgamated Transit Union (ATU). Rollins represents MARTA on collective bargaining matters including discipline administration, grievance handling and arbitrations. Rollins received his Bachelor of Arts degree and a Masters Degree in Industrial Relations from Cleveland State University and his JD from John Marshall College of Law.

Outside of Human Resources, Rollins is a sexual assault and domestic violence advocate. For more than ten (10) years Rollins counseled families of domestic violence and served as Board President for the Horry and Georgetown County Rape Crisis Center in South Carolina. In 2017 Rollins was named Volunteer of the Year for South Carolina for his volunteer work.

Christine Schmidt is an arbitrator and mediator practicing mainly in the province of Ontario. Christine is on the Ontario Ministry of Labour's approved list of grievance arbitrators. Her practice includes mediating and adjudicating both rights and interest disputes in both the private and public sectors. She is named as a roster arbitrator in a number of collective agreements.

Christine is a graduate of McGill University (B.A., summa cum laude, 1989), Dalhousie (LL.B., 1992) and University of Toronto (B.Ed., 1998). After her call to the bar in 1994, she worked as Discipline Counsel, then Staff Lawyer, at the Law Society of Upper Canada. She then moved to another regulatory body - the College of Nurses - before becoming counsel at the Ontario Nurses' Association.

Christine became an arbitrator and mediator in 2008. Shortly thereafter she was appointed as a Vice-Chair at the Ontario Labour Relations Board where she served until 2015. Christine resides in Toronto with her husband Mark, and any one or more of their four children at any given time.

Susan L. Stewart – Biographical Summary

Susan is a graduate of Queen's University Law School and was called to the bar of Ontario in 1981. After articling at the Ontario Labour Relations Board and practicing law in Toronto, she commenced her adjudication practice as a Vice Chair of the Workers' Compensation Appeals Tribunal, as it then was, in 1986. Her labour arbitration and mediation practice commenced in 1988. In 1989, she was appointed as a Vice Chair of the Ontario Grievance Settlement Board and in 2001, she was appointed as the Chair of this Board, where she continues to serve. Susan's arbitration practice encompasses all sectors under both provincial and federal jurisdictions. She has served as Chair of the Labour/Management section of the Ontario Bar Association. Susan has also served as a member of the Board of Governors of the National Academy of Arbitrators, as a Vice President, a member of its Executive Committee, and is a Director of its Research and Education Foundation. She is currently Chair of the Academy's Committee on Professional Responsibility and Grievances. Susan is also a member of the Law Society of Upper Canada, the Advisory Committee of the Queen's University Centre for Law in the Contemporary Workplace and is the incoming President of the Ontario Labour-Management Arbitrators' Association.

Andrew Strongin, based in Maryland, is a full-time arbitrator and mediator of labor disputes since 1993, working in both the public and private sectors. Mr. Strongin is a member of the National Academy of Arbitrators and a Fellow of the College of Labor and Employment Lawyers, and is admitted to the Maryland and District of Columbia Bars. In addition to listing with the major appointing agencies, Andrew serves on numerous panels in a wide range of industries, including to name just a few, professional sports, aluminum, communications, and transit.

Alan A. Symonette, Bio

Alan Symonette has been a full-time labor and employment arbitrator since 1988. He is also the president and owner of Symonette ADR Services, Inc. located in Philadelphia Pennsylvania.

He has conducted numerous grievance and interest arbitrations in both public and private sectors throughout the country. He has particular experience in issues involving airlines, utilities, education, including higher education, utilities, airlines, sports, law enforcement, health care, public sector employees, and firefighting.

A member of the National Academy of Arbitrators since 1996, he currently serves on the labor panels of the American Arbitration Association, Federal Mediation and Conciliation Service, National Mediation Board, the Pennsylvania Bureau of Mediation and the Public Employment Relations Board for the U.S. Virgin Islands. Mr Symonette is also a Fellow with the College of Labor and Employment Lawyers where he serves as its Treasurer on the Board of Governors and also the Board's Strategic Planning Committee. He also currently serves on the Advisory Board of the Scheinman Institute, Cornell University School of Industrial Relations.

Mr. Symonette has been active in the American Bar Association, Labor and Employment Section where he has served as the neutral co-chairperson of the ADR in Labor and Employment Committee and is currently the neutral co-chairperson of the Pro Bono Committee.

Most recently Mr. Symonette has served as the moderator in the documentary film, "The Art and Science of Labor Arbitration." This documentary is a project sponsored by the College of Labor and Employment Lawyers. Directed and Produced by Emmy Award winning director Carol Rosenbaum, the film captures "compelling ideas, stories and insights about arbitration and mediation as it was, and is, practiced by giants of law and public policy." The film was also funded by a grant from the Research and Education Foundation of the National Academy of Arbitrators.

He is also a Chapter Editor, in the 3rd Edition of Discipline and Discharge in Arbitration; Melissa Biren and Norman Brand Editors (Bloomberg BNA, 2015)

Mr. Symonette is a graduate of Swarthmore College and the Villanova University School of Law. He is a member of the bar of the Commonwealth of Pennsylvania, United States District Court for the Eastern District of Pennsylvania and the United States Supreme Court.

He is the 2014 recipient of the Peggy Browning Award and has been selected as one of the Top Attorney's in Pennsylvania as Published in Philadelphia Magazine's Super Lawyers Section for eight consecutive years.

In 1999 he served in a Delegation to South Africa; Sponsored by U.S. Department of State, South African Commission on Conciliation, Mediation, and Arbitration, American Arbitration Association and ILO



T E M I N A N D C O M P A N Y

Davia Temin

As President and CEO of Temin and Company – a boutique management consultancy that helps corporations and organizations create, enhance and save their reputations and coaches board directors and C-Suite executives – Davia Temin works with some of the most talented and impactful leaders in the world, helping them to refine and strengthen their vision, voice and market position in times of crisis and opportunity.

Temin and Company specializes in crisis, reputation, and culture management, and corporate governance for global companies, professional services firms, foundations, colleges and universities, and governments. Davia serves as a spokesman during crises, strategist, and leadership and communications coach at the board, CEO and executive committee levels.

Temin and Company works with clients to create brand-distinguishing thought leadership and best practices in governance and corporate leadership, as well as to promote women's leadership, provide socially responsible marketing, media and social media strategy and execution, and create cultures supportive of gender equity.

Davia is a frequent speaker around the world on crisis, reputation, and culture management, leadership, corporate governance, women's leadership, resilience and what boards and leaders need to know about media, social media and artificial intelligence. A nationally recognized writer, commentator and expert in her fields, she has appeared on *CBS*, *CNN*, *NBC*, *Bloomberg*, *PBS*, *ABC*, and in *The Wall Street Journal*, and numerous other publications and networks around the world.

Prior to founding the firm 22 years ago with the backing of GE, Davia headed Corporate Marketing for GE Capital, Schrodgers, Scudder, Citi Investment Bank and Columbia Business School. An Honors graduate of Swarthmore College, she serves on their Board. For nine years she served as First Vice Chair of the Board of Girl Scouts of the USA and Chair of their National Fund Development Committee – originating their \$1 billion campaign for girls, the largest fundraising campaign for girls in the world. She is Chair of the Board of Video Volunteers, an India-based investigative media nonprofit, and sits on the Boards or Advisory Boards of ProPublica, The Knight-Bagehot Fellowship, Committee for Economic Development, Harvard Women's Leadership Board, WomenCorporateDirectors (WCD), Girl Scouts of Greater New York, WCD New York Leadership Council, and Predmore Holdings. She is a member of Columbia's Women Creating Change Leadership Council, and also serves as an advisor to AI startups Chinook.ai and Springboard.ai.

In 2018, Davia was named an Enterprising Woman of the Year by Enterprising Women magazine. She was honored by the National Organization for Women, accepting their 2017 Woman of Power & Influence Award for forging new paths for the next generation of women leaders. She received the Lifetime Achievement Award by Trust Across America-Trust Around the World and was named a "Top Thought Leader in Trust." She was awarded The Girl Scouts Pinnacle Award for Leadership in 2015 – their highest honor. In 2014, Davia was chosen as a Delegate by the U.S. State Department to the Global Entrepreneurship Program in Greece. She has also been honored as one of the "30 Outstanding Women" in the world by the National Council for Research on Women; and named by Girl Scouts as a Woman of Distinction. Profiled in many business and leadership books – most recently [Broad Influence: How Women Are Changing the Way America Works](#) and [Stiletto Network](#) – she writes the "Reputation Matters" column for Forbes.com, is a contributor to *Huffington Post*, *American Banker*, *Directors & Boards*, *Corporate Board Member*, and *Chief Executive Magazine* and has written chapters on "Rebuilding Trust in the Financial Markets" for the book [Trust, Inc.](#), and on crisis leadership for [Women on Board – Insider Secrets to Getting on a Board and Succeeding as a Director.](#)

Kathryn A. VanDagens, an attorney and a full-time neutral, has practiced exclusively in labor and employment law for thirty years with offices in Lansing, Michigan and Chicago, Illinois. She is a member of the National Academy of Arbitrators and recently served on the NAA's Board of Governors. Ms. VanDagens is on the labor arbitrator panels of the Federal Mediation and Conciliation Service, the American Arbitration Association, the Michigan Employment Relations Commission, and the National Mediation Board. In addition, she is on the American Arbitration Association's National Roster of (Employment) Neutrals. Additionally, she holds permanent umpire appointments for several unions and employers.

Previously, Ms. VanDagens taught employment and labor law at Michigan State University-College of Law and at Oakland University. She is a frequent lecturer and trainer in labor and employment law. She received her J.D. from the University of Michigan Law School and a B.A., with honor, in Journalism from Michigan State University. Before beginning her career as a labor and employment neutral, Ms. VanDagens was in private practice and was formerly a senior shareholder at a labor and employment law firm in Michigan.

Access more information at www.vandagensadr.com.

BIOGRAPHY

JEANNE M. VONHOF

Jeanne M. Vonhof has served as a labor arbitrator and mediator for more than 25 years, with offices in Chicago, Minneapolis, and Washington State. In the private sector, she serves on permanent arbitration panels in the airlines, steel, mining, manufacturing, transportation, communications, security, grocery, hotels, casinos, and construction industries. She serves on permanent arbitration panels with employers and unions working in the public sector, including state and local governments, school districts, charter schools, and transit authorities, and hears many police and firefighter cases. In the federal sector she has served on permanent panels for more than 20 years, and has resolved grievances at the national level for several federal agencies.

Ms. Vonhof also teaches labor and employment law courses at several Chicago-area universities, including beginning and advanced courses on arbitration advocacy; and courses on the Family and Medical Leave Act, drugs and alcohol, threats and violence in the workplace, sexual and racial harassment, social media, the Americans with Disabilities Act and other issues. She is a frequent speaker at regional and national conferences on arbitration-related issues. In addition, she has conducted sexual harassment training in a variety of workplaces, and has helped train arbitrators and mediators on how cultural diversity affects the mediation and arbitration process.

Ms. Vonhof also helps parties design dispute resolution systems to fit their needs, and has served as a mediator, arbitrator and fact-finder in many different settings. She has been a member of the National Academy of Arbitrators since 1998, and is also a fellow of the College of Labor and Employment Lawyers. Before becoming an arbitrator and mediator, she clerked for a U.S. District Court Judge, and worked as a labor and employment lawyer in Chicago and Pittsburgh.

JEANNE CHARLES WOOD, ESQ.

Jeanne Charles Wood has a multi-state ADR practice predominately in the areas of workplace disputes. She earned her Juris Doctorate (J.D.) degree from DePaul University College of Law in Chicago. She currently serves as a labor arbitrator on various panels that include the United States Postal Service, Internal Revenue Service, the National Treasury Employees Union, AFSCME, and Major League Baseball (MLB) and the MLB Players' Association. Ms. Wood is also a Special Magistrate for the Florida Public Employees Relations Commission and is listed with the American Arbitration Association, FMCS, and National Mediation Board. She is an adjunct professor at Penn State University where she teaches a graduate course in Human Resources and Employment Relations. Ms. Wood has been inducted into the National Academy of Arbitrators and is a fellow with the College of Labor and Employment Lawyers. More detailed information can be found at www.woodadr.com.