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Gary Hattal
Deputy Director Performing the Duties of the Director (Agency Head)

Gary Hattal is the FMCS Agency Head and Deputy Director for the Federal Mediation and Conciliation Service performing the duties of the Director.

Hattal has served as a Commissioner assigned to the Seattle, WA field office of the Federal Mediation and Conciliation Service (FMCS). As a Federal mediator, Mr. Hattal acts as a confidential neutral working toward amicable contract settlements primarily between management and labor unions. He received his commission in 1995.

For five years, he was the director of the FMCS Institute for Conflict Management, responsible for the creation and delivery, of courses in: Conflict Management, Mediation, Arbitration, Interest-based Problem Solving and other alternative dispute resolution (ADR) systems across the U.S. and internationally.

In addition to dispute settlement, Mr. Hattal works in the arena of preventive mediation, providing training, assessment, coaching, and facilitation skills that will achieve enhanced work relationships. He has varied and extensive experience in the phases of interest-based negotiations procedures, organizational culture, and labor-management partnership development.

He has served FMCS as a field mediator in three field stations (Washington, D.C., Oakland, CA and Seattle, WA), director of Arbitration Services for the FMCS, and as a special assistant to the FMCS’s former Agency Director. International assignments included diplomatic missions in Hanoi, Dublin, Stockholm, London, Canada, and Ecuador, and on the Agency’s behalf, he worked extensively in Panama prior to the Canal transition in 2000.
Mr. Hattal’s experience, prior to receiving his FMCS appointment, includes over 15 years in labor relations, contract negotiations, as well as directing training and development departments, supervising staff, and administered labor contracts for both labor and management.

Mr. Hattal has served as an adjunct professor for numerous colleges and universities (University of Maryland, George Mason University, The American University, Northern Virginia Community College), teaching semester length courses on a wide variety of topics in the organizational communication and development disciplines, as well as serving as the associate director for the Center for Professional Development in the Office of Continuing Studies at The American University in Washington, D.C. He has consulted for many corporations and businesses in the United States and internationally, as a facilitator and trainer, conducting seminars in interpersonal communication, public relations, group dynamics, team building, strategic planning, and oral presentations.

Mr. Hattal completed his formal education at the University of Maryland. His MA is in organizational communication and his Ph.D. research was in the field of organizational development. Post graduate work included advanced negotiations training at Harvard University and the Strauss Institute for Dispute Resolution at Pepperdine University.
Richard Adelman was born and raised in the Bronx. He has a B.S. (1961) from Syracuse University, and a J.D. (1964) and an LL.M in Labor Law (1972) from New York University School of Law. After Law School, he was a law clerk for U.S. District Judge Gus J. Solomon in Portland, Oregon, a Teaching Fellow at Stanford Law School, and an attorney for two years at the Appellate Court Branch of the NLRB in Washington, D.C.

From July 1968, until January 1991, Dick practiced labor law in NYC, working for Ted Kheel. He began arbitrating labor disputes in 1969, while in private practice, and became a full-time labor arbitrator in 1991. Dick was admitted to the National Academy of Arbitrators in 1993, has served as Chair of the New York Region, and on the Board of Governors of the Academy, and is now the National Coordinator of Regional Activities for the NAA.

Over the years, Dick has mentored many new labor arbitrators. During his many years as an arbitrator, Dick has handled more than 5000 disputes over a wide range of issues in almost every industry, and in both the public and private sectors, and he has issued some 2500 opinions. For 20 years, Dick was the impartial umpire in the newspaper industry for the Mailers Union and Newspaper Deliverers Union, and for 12 years he was the impartial chair for contract disputes for Local 100, TWU and the New York City Transit Authority. Dick has served on many arbitration panels, and currently serves on panels for CWA & AT&T; TWU Local 555 & Southwest Airlines; Local 804, IBT & UPS; Local 2110, UAW & Columbia University; Local 1181, ATU & the School Bus and AAR industry; and numerous construction industry Project Labor Agreements, among others.

Dick has been married to Anita for over 50 years, and he tries to mediate among three children, their spouses, and eight grandchildren.
Douglas Bantle

Douglas J. Bantle, Esq., is a practicing arbitrator and mediator in labor disputes. He has arbitrated private and public sector disputes throughout Upstate New York for more than 39 years. Since 1975, he has taught labor relations courses, including Contract Administration, Public Sector Labor Law, and Arbitration, to practitioners from both management and labor primarily for Cornell University’s New State School of Industrial and Labor Relations – Extension Division. He is a member of the New York State Bar.

Mr. Bantle serves as an active member of the New York State Public Employment Relations Board Grievance Arbitration, Mediation, and Fact-Finding Panels, the Federal Mediation and Conciliation Service Arbitration Panel, and the American Arbitration Association Labor Panel. He is a Permanent Panel Arbitrator for many public sector contracts in Upstate New York. In addition, he is a member of the Panel for a national agreement between the American National Red Cross and a Coalition of American Red Cross Unions, including, the American Federation of State, County and Municipal Employees, the American Federation of Teachers, the Communication Workers of America, the International Brotherhood of Teamsters, the Service Employees International Union, the United Automobile Workers, the United Food and Commercial Workers, and the United Steelworkers.

Elected to the National Academy of Arbitrators in 1997, Mr. Bantle chairs its Upstate New York Region (Region 6). He is a member of the New York State Bar Association and its Labor Law Section, the American Bar Association and its Labor Law Section, the American Arbitration Association, and the Labor and Employment Relations Association Central New York Chapter.

Doug earned a J.D. from the State University of New York at Buffalo Faculty of Law and Jurisprudence, an M.I.L.R. from Cornell University’s New York State School of Industrial and Labor Relations, an M.S. in School Administration from the State University College at Brockport, and a B.A. in History from Houghton College. Previous to his labor relations work, he taught Social Studies in the Greece, New York Central Schools and was a member of the Fairport Central School District Board of Education.
Melissa H. Biren is a full-time arbitrator and mediator focusing on resolution of labor-management and employment disputes in the public and private sectors. Her cases involve diverse statutory, contract, disciplinary and common law claims in a broad range of industries. She has over 35 years experience in the areas of employment and traditional labor law, first as an advocate and, since 2002, as an arbitrator and mediator.

Ms. Biren is listed on various arbitration and mediation rosters including FMCS, AAA (Labor and Employment Panels), NJ PERC, NJ State Board of Mediation, NJ Teacher Tenure Panel, NYS PERB and NYC Office of Collective Bargaining. In addition, she serves as an arbitrator on numerous permanent panels in a variety of industries in the public and private sectors and is a named arbitrator in several collective bargaining agreements.

Ms. Biren is a member of the National Academy of Arbitrators, currently serving on the NAA Board of Governors. She is a former Chair of the NAA NY/NJ Metro Region and is a member of the labor and employment law sections of the NJ Bar Association (Executive Committee Member), NYS Bar Association and ABA, as well as NJ LERA (past president), NYC LERA, and the Sidney Reitman Labor and Employment Law American Inn of Court.

Ms. Biren is Editor-in-Chief, along with Norman Brand, of the *Third Edition of Discipline and Discharge in Arbitration* (BNA, 2015) as well as the *Second Edition* published in 2008. She is a frequent speaker and trainer at labor-management conferences.

Ms. Biren is admitted to practice law in New York, New Jersey and Connecticut. Prior to becoming an arbitrator and mediator, she served as General Counsel, as well as labor, employment and litigation counsel, to international companies and as an associate at NYC law firms. She received her JD, magna cum laude, from Albany Law School, where she was a member of the Albany Law Review. She received her BA with honors from Harpur College – SUNY Binghamton.
James A. Brown, Esq.
Arbitrator and Mediator
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James A. Brown has been involved with labor-management issues for thirty-five years, and has served as a full-time arbitrator and mediator since 2011.

**Labor Panels:** American Arbitration Association (Labor Arbitration); Federal Mediation and Conciliation Service; National Mediation Board; New York Public Employment Relations Board; New Jersey Public Employment Relations Commission; NJ PERC Special Disciplinary Arbitration Panel; New Jersey State Board of Mediation; Pennsylvania Bureau of Mediation; New York State 3020-a; New York City Office of Collective Bargaining; CUNY Blue and White Collar Panels; NYSNA- Northwell Health; and UFT-Northwell Health.

**Employment Law Panels:** American Arbitration Association (Employment Law); and FINRA (Securities Industry).

**Mediation Panels:** Southern District of New York; Eastern District of New York, including its Wage and Hour panel; and AAA Mediation Panel.

**Fact-Finding and Interest Arbitration:** New York State PERB; and Pennsylvania Department of Labor.

**Recent Speaking Engagements:** New York County Lawyers Association “Wage and Hour Mediations: What to Know in an Expanding Area of Law (April 20 2019); “New York State Bar Association “Motion Practice in Arbitration: A Bridge Too Far or a Welcome Development?” (January 2018); New York State Bar Association “An Overdue Look at Some Controversial Issues in Disciplinary Cases” (September 2016); New York State Bar Association "Labor Arbitrator Roundtable: Best & Worst Practices for Labor Arbitration" (October 2013); New York City Bar Association "New Labor Arbitrator Panel" program (June 2013).

Dean L. Burrell

BIOGRAPHY

Dean Burrell is an experienced labor and employment attorney and neutral with expertise gained via local and federal government (DC PERB and the National Labor Relations Board), Fortune 500 corporations (Vice President of Labor Relations for Republic Services aka Allied Waste and BFI), and major law firms (Grotta Glassman, now part of Fox Rothschild, in New Jersey). Dean was an adjunct professor of labor law at the Arizona Summit Law School.

Dean earned a B.S. from the Cornell University School of Industrial & Labor Relations (and is a past president of the Alumni Association); a J.D. from the Washington College of Law, The American University; and a Masters of Law in Labor and Employment from the Georgetown University Law Center. He completed the Labor Arbitrator Development Program of the Cornell University ILR School’s Scheinman Institute for Conflict Resolution.

Panel memberships include the American Arbitration Association, the Federal Mediation and Conciliation Service, the Office of Contract Administration (Local 32BJ SEIU and Realty Advisory Board), the United Federation of Teachers-NYC Department of Education 3020a panel (previously), the NJ Board of Mediation, the NJ Public Employment Relations Commission, the New York Public Employment Relations Board, the Port Authority Employment Relations Panel, the National Mediation Board, the Financial Industry Regulatory Authority, and the Nuclear Regulatory Commission Whistleblower Panel. Dean is a NJ Courts R. 1:40 Qualified Mediator (Roster of Court-Approved Civil Mediators) and an EEOC outside mediator.

Besides the Cornell ILR Alumni Association, Dean is a member of the NJ State Bar Labor and Employment Executive Committee, a member of the editorial staff of the NJ State Bar Labor and Employment Quarterly, a member of the State Bar diversity committee, and chair of the Minorities in the Profession Section. He is past president of the Arizona chapter of LERA and current secretary of NJ LERA, president-elect and board member of the Garden State Bar (the NJ National Bar Association affiliate). Dean is a Master of the Bench with the Reitman Labor and Employment Inn of Court, a member of the L+E and ADR sections of the American Bar Association, the National Bar Association, and the NY State Bar Association. Dean has been active with 100 Black Men of New Jersey and Arizona, and is former president of Alpha Phi Alpha, Alpha Chapter Alumni Association.

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RALPH H. COLFLESH

PROFESSIONAL STATEMENT
This is very simple. I go where the evidence leads and am a creation of the contract and an employee of the parties.

PROFESSIONAL AFFILIATIONS
National Academy of Arbitrators American Arbitration Association

EDUCATION
BA English Juniata College
JD Law Ruthers University School Of Law
MA English Villanova University

CERTIFICATIONS
Attorney
Video Arbitration Capable In Person Ready
Law - Supreme Court Of Nj 1980 Law - Supreme Court Of Pa 1980

INDUSTRIES

ISSUES

PERMANENT PANELS
New Jersey Teacher Tenure ARbitration Panel; Merck and USW Panel (Rahway, NJ and West Point, PA; United Mine Workers of America and Buminous Coal Operators District 31 Panel District; United Mine Workers and Reading Anthracite Panel; Maryland Transit Administration and ATU Local 1300 Panel; Philadlephia and FOP Lodge 5 Disability Panel; City of Scranton and FOP
and IAFF Disability Panel; City of Allentown, PA and FOP Disability Panel; Southeastern Pennsylvania Transportation Authority

ABITRATION ROSTERS
FMCS Arbitration Roster; American Arbitration Association National Labor Roster; American Arbitration Association National Employment Panel
Peter Donatello

EXECUTIVE MANAGER, NORTH EAST DISTRICT

Peter Donatello is the Executive Manager for the North East District in the Woodbridge, NJ District Office.

Prior to joining FMCS, Mr. Donatello worked with the United Food & Commercial Workers Union Local 342-50, and International Leather Goods, Plastics and Novelty Workers Union.

Mr. Donatello was chosen as the lead mediator in FMCS TAGS programs for the Iron Workers Construction Industry and the Bergen County (NJ) Emergency Management Terrorism Task Force. He has been involved in dispute mediation in a wide array of industries, including health care and manufacturing, and in several high profile cases including MLB, NFLRA, Westchester County Bus strike, and the USMX-NYSA & ILA East Coast Gulf Ports negotiations.

He also assisted with the design of the New York City Police Department, Department of Community Affairs Mediation Training Program and served as lead mediator in Peer Mediation Training at Cumberland County (NJ) Regional High School.

Mr. Donatello has served as an adjunct Professor at Rutgers University School of Management and Labor Relations in New Brunswick, NJ.
ROBERT L. DOUGLAS

Robert L. Douglas is an Attorney, Mediator, and Arbitrator. He has a B.S. from the NYS School of Industrial and Labor Relations at Cornell University; a J.D. from Hofstra Law School, where he served as the Managing Editor of the Law Review; and an LL.M. in Labor Law from the New York University School of Law.

He has over forty years of experience in dispute resolution (mediation and arbitration) in workplace disputes in the public and private sectors throughout the United States. He served as an Assistant Dean and Special Professor of Law (in Dispute Resolution, Employment Law, Labor Arbitration, Labor Law, and Sports Law) at the Hofstra University Law School from 1982-1994.

He has experience as an Apprentice Electrician in Local 3 IBEW and the NYC Construction Industry. He frequently teaches arbitrator and mediator ethics for the American Arbitration Association, Cornell University, and professional organizations throughout the United States.

He has published articles about arbitrator ethics, disclosure by arbitrators, and about remedies for violations of the National Labor Relations Act, as amended. He published an article about employment discrimination titled "The Griggs Fable Ignored: The Far-Reaching Impact of a False Premise, 33 Hofstra Labor & Employment Law Journal 41 (2015) (reprinted by NYS Bar Ass'n) (described by United States Supreme Court Associate Justice Samuel A. Alito, Jr. as "interesting" and "perceptive").

He is a member of the National Academy of Arbitrators and of the New York and District of Columbia Bars. He is admitted to practice before the United States Supreme Court and other federal courts.
Sarah Miller Espinosa is a labor arbitrator, mediator, and certified organizational ombudsman practitioner. Sarah is a member of a number of labor arbitration rosters and panels, including those administered by the Federal Mediation and Conciliation Service, the American Arbitration Association, the National Mediation Board, DC PERB, NJ PERC, and NY PERB. Sarah serves as the Chief Hearing Officer for the City of Baltimore Civil Service Commission and has served on various permanent arbitration panels, including the NYC Department of Education and United Federation of Teachers 3020-a performance and misconduct panels and the Maryland Transit Administration and Amalgamated Transit Union grievance panel.

Sarah is a part-time instructor and has taught courses at the University of Maryland Baltimore County, Montgomery College, and Cornell University’s Scheinman Institute on Conflict Resolution. Sarah is a member of various professional organizations, and currently serves as the co-chair of the Association for Conflict Resolution’s Ethics Committee. Sarah also served as founding impartial ombuds for both the Montgomery College (Rockville, MD) and Prince William County Schools (Manassas, VA) organizational ombuds programs.

Sarah is a graduate of the Cornell University School of Industrial and Labor Relations and the University of Connecticut School of Law.
DEBORAH M. GAINES

Deborah Gaines has over 20 years of experience in labor management relations – with a broad range of experience in various industries, including mining and manufacturing, the public sector, finance, health services and film and television.

Deborah has done exclusively neutral work since 2008. She is a member of the National Academy of Arbitrators (NAA), and Chair of the NY/NJ metro region chapter of the NAA. Deborah has been selected to arbitrate and mediate over 700 cases.
Andrew L. Gniewek’s practice focuses primarily on traditional labor law and labor-management relations. He is part of a team that helps employers manage all issues related to labor relations, including collective bargaining, arbitration, and the litigation of disputes involving collective bargaining agreements and proceedings before the National Labor Relations Board (NLRB) and other US federal and state courts and agencies. At his prior firm, Drew represented and counseled clients in the negotiation and administration of collective bargaining agreements, litigating dozens of disputes over the administration and interpretation of those agreements.

AWARDS AND AFFILIATIONS
Member, Practice Group of the Year, Employment, Law360 (2019)

ADMISSIONS
Pennsylvania

EDUCATION
Rutgers University School of Law, Camden, 2012, J.D.
The George Washington University, 2008, B.B.A.

SERVICES
Labor, Employment & Benefits US
Labor/Management Relations

REGIONS
North America
Keith D. Greenberg, Esq.

Impartial Arbitrator and Mediator
Member, National Academy of Arbitrators
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PRACTICE LIMITED TO ARBITRATION AND MEDIATION

Keith D. Greenberg is an arbitrator and mediator of private, public, and federal sector labor and employment disputes. He is a member of the National Academy of Arbitrators. He serves on a number of labor arbitration panels and rosters, including those maintained by the American Arbitration Association (AAA), the Federal Mediation and Conciliation Service, the Labor Relations Connection, and the National Mediation Board. Mr. Greenberg also serves on permanent labor arbitration panels, including in the federal and public sectors, and has adjudicated disputes involving EEO and unfair labor practice complaints. Mr. Greenberg is listed on employment arbitration panels maintained and administered by the CPR Institute.

Mr. Greenberg is an experienced mediator, serving as a member of the AAA’s roster of employment mediators and its panel of labor mediators. He also serves on the rosters of employment mediators for the United States Office of Congressional Workplace Rights; the United States Equal Employment Opportunity Commission’s RESOLVE internal ADR program; the United States Nuclear Regulatory Commission Early ADR Mediation Panel; the Cornell University Roster of Dispute Resolution Neutrals; the CPR Institute; and as a mediator for labor and employment cases in various Maryland Circuit Courts.

Mr. Greenberg has experience with videoconference arbitration and mediation proceedings and has served as a trainer for video arbitration and mediation programs sponsored by, among others, the National Academy of Arbitrators (NAA), the Labor and Employment Relations Association (LERA), and the American Bar Association (ABA)’s Section of Labor and Employment Law. He serves as the Technology Coordinator for the NAA and as a member of the NAA’s Videoconferencing Task Force. He is co-author of a chapter in *Labor and Employment Arbitration* (Gosline, Greenbaum, and Mayberry, Eds.) (Matthew Bender) on conducting video hearings.

Mr. Greenberg serves as Neutral Co-Chair of the Webinar Committee of the ABA’s Section of Labor and Employment Law and was elected a Fellow of the American Bar Foundation. He serves as a Director of the NAA’s Research and Education Foundation. Mr. Greenberg is a member of the Philadelphia and Maryland Chapters of LERA, and currently serves as First Vice President of Maryland LERA. He currently serves on the Board of Directors for the Society of Federal Labor and Employee Relations Professionals (SFLERP) following service as an officer of its D.C. Chapter. He served as Co-Chair of the Steering Committee of the D.C. Bar’s Labor and Employment Law Community from 2016 to 2018. Mr. Greenberg is an
active member of the National Association of Railroad Referees, and of the Cornell ILR Alumni Association. He is a member of the Cuban American Bar Association and is fluent in Spanish.

Mr. Greenberg has spoken and presented on numerous topics, including the use of technology in labor arbitration, arbitrator ethics, attorney fees in federal sector labor arbitration, the intersection of arbitrator disclosure and social media, current developments in labor and employment arbitration, advanced topics related to the FMLA and the FLSA, workplace gaming, issues in private sector labor relations, and advocate preparation for labor arbitration hearings. He contributes to a number of publications produced by the ABA’s Section of Labor and Employment Law, and writes frequently on labor and employment and alternative dispute resolution topics. Mr. Greenberg co-taught a seminar on workplace ADR in the fall of 2013 at the George Washington University Law School, and has served as a guest lecturer in courses on labor relations.

Mr. Greenberg spent several years in practice as an attorney in New York City in the labor and employment practice group of Duane Morris LLP prior to establishing his practice as a full-time neutral in the Washington, D.C. area. He is a graduate of the Cornell University School of Industrial and Labor Relations and of the University of Michigan Law School.
Barbara Lichtman was appointed Commissioner to the Federal Mediation and Conciliation Service in August 1992. She has been involved in mediations in all industries including broadcasting, health care, pharmaceuticals, warehousing and trucking, food service, utilities, entertainment, distribution, and education. In addition, she has represented the Agency in international training efforts in Mexico City and Bangkok and has been the recipient of multiple FMCS performance awards in recognition of her work.

Commissioner Lichtman is responsible for mediating collective bargaining negotiations as well as grievances in order to avoid arbitration. Training on collective bargaining both traditional and interest based, contract administration, labor-management cooperation and relationship building programs are just some of the training programs she has presented to a multitude of labor and management representatives from aerospace to zookeepers. She mediates in all industries, but her practice has a high concentration on health care. Commissioner Lichtman has coordinated the annual FMCS Arbitration Symposium since 2012. During her career she has been involved in more than 1,000 negotiations and more than 1,000 arbitrations or grievance mediations and presented at various national, regional and international conferences on conflict-related topics. Prior to her appointment, she was in private practice as an arbitrator.

Commissioner Lichtman’s experience in labor relations came primarily from her tenure with District 1199C, National Union of Hospital and Health Care Employees. She worked as an administrative organizer, and shortly became Executive Vice President of District 1199C in Philadelphia and a national Vice President of 1199, which at the time represented 150,000 health care employees throughout the United States. She was responsible for negotiating collective bargaining agreements primarily at hospitals and behavioral health facilities throughout the Philadelphia region and administering these agreements, along with her staff, including arbitrating cases when necessary and training stewards on grievance handling. Ms. Lichtman served as a trustee on several joint funds, including health, pension, legal, and training. She resigned from her positions after 11 years in 1988, to move overseas.

Commissioner Lichtman is or has been a member of LERA, American Arbitration Association, Jewish Labor Committee, Jewish Business Network and the Ethnic Labor Committee and various organizations focused on the autism population.
Ms. Metzler is a full-time arbitrator and mediator. She began her career as an Attorney with the NLRB in Pittsburgh. After 9 years with the NLRB, Ms. Metzler took an in-house counsel position with a Pittsburgh corporation. Subsequently, she moved to the Philadelphia area. As a partner at several Philadelphia law firms, she focused exclusively on labor and employment law. She has extensive experience in both the private and public sectors. Throughout her career, Ms. Metzler has participated in all aspects of labor relations, including arbitrations, collective bargaining negotiations, mediations, fact-findings, contract interpretation and administration, NLRB and Pennsylvania Labor Relations Board matters, wage and hour issues, employment discrimination cases, injunctions and state/federal court proceedings.

Ms. Metzler became a full-time arbitrator and mediator in 2014. She has handled grievance arbitrations, interest arbitrations, mediations, and fact-findings. Ms. Metzler serves on various arbitration rosters, including: AAA Labor Panel; FMCS (West Chester, PA; Pittsburgh, PA, and Bethesda, MD addresses); Pennsylvania Bureau of Mediation; PLRB’s List of Fact-Finders and Arbitrators; Philadelphia Gas Works & Gas Works Employees Union Panel; Princeton University & FOP Lodge #75 Panel; and Philadelphia School District & SEIU, Local 32 BJ Panel.

She is a fellow of the College of Labor and Employment Lawyers and a member of the ABA, as well as several LERA chapters. Ms. Metzler’s undergraduate degree is from the University of Pennsylvania, and her law degree from the University of Pittsburgh School of Law.
Stephen Millen

EXECUTIVE MANAGER, MID ATLANTIC DISTRICT
FEDERAL MEDIATION AND CONCILIATION SERVICE

Stephen Millen joined the Federal Mediation and Conciliation Service in July 2012 as a Field Mediator in the Minneapolis, MN field office and was promoted to Executive Manager (EM) of the Mid Atlantic District in January 2020. Prior to joining FMCS, he served as the vice president and general manager of The Philadelphia Orchestra from 2007-2012. Executive Manager Millen had a long career in classical music and the arts and entertainment industry, also serving as the vice president and general manager of the Detroit Symphony (2000-2007) and as general manager of the Phoenix Symphony (1998-1999). He also served as director of public relations for the Saint Paul Chamber Orchestra from 1997-1999.

EM Millen was a Fellow in the League of American Orchestra’s Orchestra Management Fellowship Program (1996-1997), designed to cultivate executive directors of orchestras. Prior to the Fellowship, he pursued a career as a freelance clarinet player in the Detroit, MI area. As a clarinet player, he frequently performed with the Detroit Symphony Orchestra and was principal clarinet of the Saginaw Symphony. He also served as personnel manager and second clarinet of the Warren Symphony Orchestra from 1987-1996.

A graduate of Wayne State University in Detroit, MI, EM Millen holds a Bachelor of Music degree in music performance/education. He resides in Philadelphia, PA with his wife Donna Saul Millen.
Michelle Miller-Kotula

Michelle Miller-Kotula, a full time labor arbitrator and mediator, established her practice in 2006. Prior to becoming a neutral, Michelle worked in local government as the Director of Human Resources for the County of Washington, PA and also worked in related capacities during her 16 years of employment with the County. Additionally, she worked extensively with her father, a labor arbitrator during that time.

She received her Master’s degree in Human Resources Management / Industrial Relations from St. Francis University, Loretto, Pennsylvania, and her Bachelor’s degree in Business Administration / Management from Saint Vincent College, Latrobe, Pennsylvania.

Michelle is a member of the National Academy of Arbitrators and is listed with the Federal Mediation and Conciliation Service, American Arbitration Association, Pennsylvania Bureau of Mediation, Pennsylvania Labor Relations Board, SERB of Ohio, National Mediation Board and serves as a permanent arbitrator and fact-finder on several other panels. She is a frequent trainer and speaker on various arbitration subjects. She served as the Region Chair for the Western Pennsylvania National Academy of Arbitrators for over five years. Michelle is involved in the Western Pennsylvania LERA chapter and is an officer. She is also a member of the Saint Vincent Alumni Council and previously served as its first female president. She volunteers in her local community and has served as the former PTO President, youth cheer coach and is involved in other local organizations.

She has served as a trainer for advocate and arbitrator programs for the FMCS and the National Academy of Arbitrators on numerous occasions.

Ms. Miller-Kotula’s office is located in Washington, Pennsylvania.
Arthur Pearlstein serves as Director of Arbitration and 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 and mediation as a private sector 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, and human resources, and spoken widely on these and other topics.

Arthur received his J.D. with honors from Harvard Law School, holds 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.
Michael R. Ricci
Arbitrator/ Mediator
26 Waterside Drive Guilford, CT 06437
Ph: 203-444-2462 michaelrricci@yahoo.com

Michael Ricci has been in labor relations for close to three decades, with the last five years being in his own arbitration and mediation practice; it is based in Connecticut with an office in the DC area. He has served as an adjunct professor in the University of New Haven’s, Graduate School of Business, where he focuses on labor economics, specifically on the economics of labor relations. Prior to starting his full-time practice, Mike was a Mediator with the Connecticut Board of Mediation & Arbitrator, an Assistant Agent with the Connecticut State Board of Labor Relations and administrative law judge with the Connecticut State Board of Security Employment Review.

Michael has arbitrated in both the private and public sector (federal, state & municipal). The disputes he has adjudicated include some of the following: terminations, discipline (non-termination), seniority, promotions/demotions, pay, discrimination, FLMA, information requests, vacations, medical insurance and pensions. His forte is interest arbitration, specifically economic issues.

Throughout his career, Mike has mediated close to 2,000 disputes with over 97% of the contract negotiations reaching an agreement and in regards to grievance mediations, a success rate of greater than 90%. He also has mediated employment law issues, predominately, severance packages, terminations and discrimination issues. The Nuclear Regulatory Commission has certified him as a mediator.

He is a member on the following panels: FMCS, Ct State Board of Mediation & Arbitration Neutral Interest Arbitrator, CT State Department of Education Neutral Arbitrator, United Technology (Pratt,Whitney)/IAFF, CT Judicial Branch/IBPO, CT Judicial Branch/AFT, CT/A&R, CT/District1199, Killingly Energy Center/CT State Building Trades, CT DoC/AFSCME, Lockheed Martin (Sikorsky)/IAFF, Knights of Columbus Ins/OPEIU Local 153.

Mike has a certificate in Arbitration from Cornell’s Scheinman Institute of Conflict Resolution, a BA in Theology from Georgetown University and MA in English from Middlebury College’s Bread Loaf School of English.
Haydeé Rosario Esq.

Cornell Station
PO Box 896  Bronx, NY 10473
646-320-5674 Tel
HaydeeRosarioEsq@gmail.com
Website: HaydeeRosarioEsq.com

Haydeé Rosario, an attorney and member of the National Academy of Arbitrators with a practice based in New York City, is a full-time arbitrator and mediator with over twenty years of experience in labor-management relations. She has experience in the private and public sectors with issues related to contract interpretation, discharge and disciplinary actions, competency, and discrimination. Additionally, during the last ten years, Haydeé has served as an arbitrator on numerous cases in the private as well as public sector involving allegations of inappropriate touching and other types of sexual misconduct allegations in the workplace.

Haydeé is a member of the American Arbitration Association, Labor and Employment Panels of Arbitrators and AAA Mediation Panel; Federal Mediation and Conciliation Service; New York City Office of Collective Bargaining; New York State Public Employment Relations Board ("PERB"); U.S. Virgin Islands PERB; the State of New York and the Public Employees Federation, AFL-CIO, Professional Scientific and Technical Services Unit, Disciplinary Arbitration Panel; Local 342, UFCW, AFL-CIO and Various Employers; SEIU Local 32BJ and the Realty Advisory Board on Labor Relations, Inc., Office of Contract Arbitrator, Building Service Industry Arbitration Panel, New York State Nurses Association and Staten Island University Hospital Panel of Arbitrators and TWU, Local 100, AFL-CIO and New York City Bike Share, LLC. She is also a contract mediator for the U.S. E.E.O.C., Miami District Offices.

Before establishing her practice as an arbitrator and mediator, she worked for over fourteen years as an attorney at the National Labor Relations Board, Region 29. Thereafter, she worked for the New York City Department of Education, Office of Labor Relations, where she represented the agency in labor relations matters related to collective bargaining agreements between the agency and scores of labor organizations representing approximately 135,000 employees.

Haydeé was born and raised in Puerto Rico. She was admitted to the New York Bar in 1991. She holds a BA in Cultural Anthropology from the University of Connecticut and J.D. from CUNY Law School at Queens College. As a bilingual Arbitrator and Mediator (Spanish/English), she has a wide-ranging experience working with a diverse work force in the U.S., Puerto Rico and the U.S. Virgin Islands.
Mary Ellen Shea has been a full-time arbitrator and mediator since 1988 in public and private sector cases across a wide range of industries. Ms. Shea is on numerous labor arbitrator panels including the AAA, FMCS, National Mediation Board, and state agency panel. She is a member of the National Academy of Arbitrators, is a graduate of the Kennedy School at Harvard University, the Program on Negotiation at Harvard Law School, and the UMass Labor Studies Institute.

She has been a guest lecturer and at various graduate and law schools, adjunct faculty at Antioch College and the University of Rhode Island, and conducts trainings on arbitration, mediation, and negotiation.
Andrew M. Strongin

Andrew M. Strongin, based in Maryland, is a full-time arbitrator and mediator of labor disputes since 1993, working in the private, public, and federal sectors. Mr. Strongin is a member of the National Academy of Arbitrators and serves on its Board of Governors, and also serves as a Board Member for the NAA’s Research and Education Foundation.

Andrew is 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, he is the sole permanent arbitrator for a number of relationships and serves on numerous panels in a wide range of industries in the private, public, and federal sectors, including to name just a few, professional sports, steel and aluminum, communications, grocery and warehousing, trucking and transit, and healthcare.
Alan A. Symonette

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 Media, Pennsylvania.

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

A member of the National Academy of Arbitrators since 1996, he currently serves as the President of the NAA Research and Education Foundation. He also serves on several national, state, and territorial labor panels. Mr. Symonette is a Fellow with the College of Labor and Employment Lawyers where he also serves as its President for 2021. He also 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 is a frequent presenter and has served as the neutral co-chairperson of the ADR in Labor and Employment Committee and Pro Bono Committee and is a member of the Section’s Council.

In 2013, Arbitrator Symonette 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 eleven consecutive years.
Melissa S. Woods joined the firm in 2018 and became a partner in 2020.

Ms. Woods specializes in litigating labor and employment law matters before governmental agencies, and state and federal courts, on behalf of unions and individual employees. She also represents unions in employer bankruptcy proceedings.

Ms. Woods leads the Firm’s sexual harassment prevention practice, where she shares her extensive experience investigating allegations of discrimination and harassment, providing legal and strategic advice on policy matters, and creating and conducting discrimination and harassment prevention training.

In 2019, Ms. Woods was inducted as a fellow of the College of Labor and Employment Lawyers, an organization that recognizes those who have distinguished themselves in the field.

Prior to joining Cohen, Weiss and Simon LLP, Ms. Woods provided advice and counsel on various labor and employment related issues at the NAACP Legal Defense and Educational Fund, the Civil Rights Bureau of the NYS Attorney General’s Office, and Meyer, Suozzi, English & Klein. Most recently, Ms. Woods was the Deputy Commissioner and General Counsel at the New York City Commission on Human Rights.

Ms. Woods is a member and former Co-Chair of the Equal Employment Opportunity Committee of the American Bar Association’s Labor and Employment Law Section, former Board Member of the AFL-CIO Lawyers Coordinating Committee and a former Trustee of Wesleyan University.

Ms. Woods graduated with honors from Wesleyan University, and received her law degree from George Washington University School of Law.