

Check all that apply:

**Thursday, October 12, NAA Session (Only Pick 1)**  
**NAA Sessions are Each Limited to 50 Registrants**

Arbitration Advocacy: (Friday Symposium Included) . . . . . \$ 374.00

Federal Sector: Arbitration (Friday Symposium Included) . . . \$ 374.00

New Arbitrator Training (Friday Symposium Included) . . . . . \$ 374.00

**Friday, October 13, 2023 (Symposium Only)**

42<sup>nd</sup> FMCS Arbitration Symposium . . . . . \$ 249.00

**CLE CREDITS (Attorneys only)** . . . . . **\$ 25.00**

Please Select From These States:  NJ  NY  PA

Tuition waivers for CLEs are available for attorneys with limited financial means.

**TOTAL REMITTANCE. . . . . \$ \_\_\_\_\_**

 **Registration and Payments via Internet ONLY**  
**at: <https://www.njlra.org/fmcs>**

**Registration / payments will not be accepted after September 25, 2023 or at the door.**

**Hotel Information**

Hotel accommodations at the Hard Rock Hotel are available for Wednesday and Thursday night at the reduced rate of \$89.00 plus taxes and fees per room for single or double occupancy. Hotel reservations must be made by 11:59 pm EDT, Friday, September 29, 2023, to receive the reduced rate.

Individuals are responsible for booking their own hotel reservations directly with the Hard Rock Hotel at <https://book.passkey.com/go/GFED23Z> or 1-609-449-6860. You must identify yourself as an attendee with the Federal Mediation & Conciliation Service to receive the Symposium rate.

Reservations that are cancelled less than 72 hours prior to check-in or a "no show" will result in first night's room and tax charges to be forfeited. Any reservations made after the contracted cut-off date, 11:59 pm EDT, Friday, September 29, 2023, are on a space availability basis at the current rack rate.

Hotel reservations and check-in require a valid credit card & ID.

**FMCS, LERA, and the NAA are NOT responsible for room charges, changes or cancellation fees.**

**National Academy of Arbitrators Presents:**

**ARBITRATION ADVOCACY:  
Case Presentation Guidelines and Mock Arbitration**

- 8:00 am Registration & Continental Breakfast
- 8:30 am Introductions & Interactive Exercises
- 9:30 am Break
- 9:45 am Overview of Key Case Presentation Concepts
- 11:15 am Preparation for Mock Arbitration
- 12:00 pm Lunch (Provided - this will be a working lunch)
- 1:00 pm Mock Arbitration Performed by Participants (NAA Arbitrators will act as the arbitrators)
- 3:30 pm Ask the Arbitrator Panel
- 4:30 pm Adjourn

**FEDERAL SECTOR:  
Arbitration - Law and Practice**

- 8:00 am Registration and Continental Breakfast
- 8:30 am Introductions [Faculty Panel]: Basics of the Federal Sector
- 9:30 am Break
- 9:45 am Arbitration: Law and Practice - Contract Interpretation
- 10:30 am Arbitration: Law and Practice - Discipline, Adverse Actions, and Removals
- 11:35 pm Break
- 11:45 pm Presenting Your Case - Evidentiary Issues
- 12:15 pm Lunch
- 1:15 pm Tackling Federal Sector Issues & Disputes
- 2:45 pm Break
- 2:55 pm Federal Sector Remedy Issues
- 4:00 pm Introduction to Code of Professional Responsibility for Arbitrators of Labor-Management Disputes
- 4:30 pm Wrap up & Adjourn

**Training For New Arbitrators**

- 11:45am Registration
- 12:00pm Lunch & Introductions
- 12:30pm Managing the Arbitration Process
- 1:15pm Conundrums of Labor Arbitration - Code of Professional Responsibility
- 2:00pm Break
- 2:15pm Conundrums of Labor Arbitration - Code of Professional [continued]
- 3:00pm The Business of Arbitration
- 3:30pm Ask the Arbitrators (with the advocates)
- 4:30pm Adjourn

**42<sup>nd</sup> FMCS ARBITRATION SYMPOSIUM**

- 8:00 am **REGISTRATION AND CONTINENTAL BREAKFAST**
- 8:45 am **WELCOME AND INTRODUCTIONS**  
 Kathy Hall, Field Operations Manager, FMCS Region 2, Philadelphia PA  
 Peter Donatello, Field Operations Manager, FMCS Region 1, Woodbridge NJ  
 Barbara Lichtman, Commissioner, FMCS Region 2, Philadelphia PA
- 9:00 am **KEYNOTE: FMCS VISION FOR THE FUTURE**  
 Presenter: Javier Ramirez, Deputy Director of Field Operations, FMCS, Washington DC
- 9:30 am **HOW THE ARBITRATORS RULE - PANEL 1**  
 Moderator: Barbara Lichtman, Commissioner, FMCS Region 2, Philadelphia PA  
 Panelists: Dean L Burrell, Esq, Morristown NJ  
 Michael R Ricci, Guilford CT  
 Haydeé Rosario, Esq, NAA, Bronx NY  
 Mary Ellen Shea, NAA, Amherst MA
- 10:30 am **CANNABIS: WHATS NEW?**  
 Moderator: Ezio Borchini, Esq, NAA, Bethesda MD  
 Panelists: Jessica Caggiano, Esq, Willig, Williams & Davidson, Philadelphia PA  
 Arthur R Thibault Jr, Esq, Apruzzese, McDermott, Mastro & Murphy, Liberty Corner NJ
- 11:30 am **FMCS OFFICE OF ARBITRATION**  
 Presenter: Arthur Pearlstein, Esq, Director, FMCS Office of Arbitration, FMCS, Washington DC
- 12:00 am **LUNCH**
- 1:15 pm **HOW THE ARBITRATORS RULE - PANEL 2**  
 Moderator: Barbara Lichtman, Commissioner, FMCS Region 2, Philadelphia PA  
 Panelists: Robert H Barron, Esq, NAA, Wynnewood PA  
 Lisa Charles, NAA, Princeton NJ  
 Gary L Eder, Milton DE  
 Jane Minnich Desimone, Esq, NAA, Pittsburgh PA
- 2:15 pm **ETHICS IN ARBITRATION**  
 Presenter: Robert Douglas, Esq, NAA, Woodmere NY
- 3:15 pm **CLOSING REMARKS**
- 3:30 pm **ADJOURNMENT**

Tear along this line and retain for your records

Tear along this line and retain for your records

Thursday, October 12, 2023

**National Academy of Arbitrators Presents:**

**ARBITRATION ADVOCACY:**

**Case Presentation Guidelines and Mock Arbitration**

This program is designed to raise advocates knowledge about critical elements in arbitration issues. The interactive sessions are designed to hone advocates skills in spotting issues and determining the most optimal ways to establish their case.



**FEDERAL SECTOR: Arbitration - Law and Practice**

This track is intended primarily for Federal Sector management and union representatives who will receive the following take-aways:

- ✓ Update and overview of current law impacting federal sector arbitration: including the Douglas Factors, Contract Issues and the Back Pay Act.
- ✓ Best practices in case preparation and presentation.
- ✓ Arbitrator and advocate ethics under the Code of Professional Responsibility.
- ✓ Presenting case theory with evidence and witnesses.



**Training For New Arbitrators**

An interactive ½ day session only for Arbitrators to learn how to manage a hearing, about issues that arise in arbitrations, Code of Professional Conduct, and how to build an arbitration practice.



The National Academy of Arbitrators programs are each limited to the **first 50** registrants and an additional \$125.00. There will not be a waiting list.

No refunds after September 25, 2023. Substitutions are allowed.



**National Academy of Arbitrators Presenters:**

- |                   |                       |                  |
|-------------------|-----------------------|------------------|
| Keith D Greenberg | Michele Miller-Kotula | Richard Adelman  |
| Ralph Colflesh    | Ezio Borchini         | Haydeé Rosario   |
| Deborah Gaines    |                       | Douglas J Bantle |

Friday, October 13, 2023

**42<sup>nd</sup> FMCS Arbitration Symposium**

Our Symposium provides an excellent opportunity for all members of the labor-management community and practicing arbitrators to review developments in labor and employment arbitration. Presentations and training are conducted by distinguished arbitrators, advocates, and attorneys.

The FMCS Arbitration Symposium costs \$249.00 per person, and includes a Continental breakfast, luncheon, and one coffee break. Registration and payments will only be accepted on-line, and, **will not be accepted after** Monday, September 25, 2023 **or at the door**. No refunds after Monday, September 25, 2023. Substitutions are allowed.

For an additional fee of \$25.00, CLE credits are offered to attorneys for New Jersey, New York and Pennsylvania. One hour of Ethics is included only on Friday's 42<sup>nd</sup> FMCS Arbitration Symposium program. **Applicant is required to sign-in and sign-out on the CLE attendance sheets on the day of the Symposium.**

**Pre-Symposium Reception**

**All attendees are invited to a reception on Thursday, October 12, 2023, from 6:00 pm - 7:15 pm.**

**For more information contact:**  
FMCS Commissioner Barbara Lichtman at 215-717-7500  
or email [blichtman@fmcs.gov](mailto:blichtman@fmcs.gov)

Registration information is included on the reverse side

*FMCS is an independent federal government agency. Opinions or points of view expressed during sessions at the 42nd FMCS Arbitration Symposium do not necessarily represent the official position or policies of the FMCS or the federal government. Any products or services outside of FMCS, discussed during sessions at the 42nd FMCS Arbitration Symposium are presented for informational purposes only and do not constitute product approval or endorsement by the FMCS or the federal government.*

Friday, October 13, 2023



at the  
Hard Rock Hotel  
1000 Boardwalk  
Atlantic City NJ 08401-7415

Thursday, October 12, 2023

**The National Academy of Arbitrators Presents:**

**ARBITRATION ADVOCACY:**

**Case Presentation Guidelines and Mock Arbitration**



**FEDERAL SECTOR:**

**Arbitration - Law and Practice**



**TRAINING FOR NEW ARBITRATORS**



**Federal Mediation & Conciliation Service Co-Sponsors:**

**Labor and Employment Relations Association (LERA)**  
Philadelphia and New Jersey Chapters  
&

**National Academy of Arbitrators (NAA)**  
District of Columbia      Upstate New York Region  
Mid-Atlantic      New York      Western Pennsylvania