



NYC Office of Collective Bargaining Resume of Neutral

Name: Lawrence Henderson

Arbitrator Since: 2010

Arbitration/Mediation Experience

Since becoming an arbitrator 2010 I have issued over 20 awards and settled a number of other cases. I resolved many labor disputes through mediation during two stints over a ten-year period with the NJ Public Employment Relations Commission. As an attorney representing, at different times, labor and management, I handled many labor relations matters, including grievances. I was director of personnel for approximately 15 years for a county that had over 4,000 unionized employees. In that capacity I served as the Step III hearing officer in hundreds of grievances.

Panels/Permanent Arbitrator

AAA; FMCS; NJ PERC; NJ State Board of Mediation.; NYC OCB; NY PERB; Port Authority of NY/NJ; District 17, United Mineworkers of America/Bituminous Coal Operators' Association; State of New Jersey/IFPTE Local 195; State of New Jersey/AFSCME Council 1; NYC DOE/UFT Section 3020-a.

Issues/Industries

Absenteeism; bargaining unit work; compensatory time; discipline; discrimination; drug/alcohol offenses; holidays; insurance; sick/personal/vacation leave; hiring practices; job performance; job posting/bidding; jurisdictional disputes; management rights; past practices; pay issues; pension and welfare plans; promotion; safety/health conditions; seniority; sexual harassment; broadcasting; chemicals; construction; education; food service; health care; hospital/nursing home; office workers/clerical; and police/fire

Work History

Chairman, NJ PERC, 2003-2009; Director, NJ Governor's Office of Employee Relations, 2002-2003; Director of Personnel, Hudson County NJ, 1988-2002; Attorney in private practice, 1984-1988. Represented at different times, labor and management in public/private sectors in negotiations, grievance/interest arbitration, before administrative agencies, and in court; Staff Agent/Hearing Officer, NJ PERC, 1980-1984.

Education

JD: University of Oklahoma
MS: Industrial Relations/Human Resources, Rutgers University
BA: Sociology, Kean University

Professional Affiliations

NJ State Bar Association, Labor Law Section; Labor and Employment Relations Association (NJ Chapter).
Admitted to practice law in New Jersey and New York.

Relevant Work\Training\Publications

Training in Complex Public Education Issues: FMCS-NAA, September 2011; Periodic training in mediation/fact finding/interest arbitration while at NJ PERC; Annual CLE in labor relations/ethics; Author of numerous labor relations articles, most recently February 2010, NJ Labor and Employment Law Quarterly, "Assessing the Health of PERC at Age 40."; US Army Military Police, 1971-1974. Dispute resolution was a regular part of the job.

Date October 13, 2010