



## NYC Office of Collective Bargaining Resume of Neutral

**Name:** JOHN E. SANDS

**Arbitrator Since:** 1972

### **Arbitration/Mediation Experience**

Since 1972 I have served as impartial arbitrator and mediator in more than 3,500 rights and interest arbitration cases covering the full range of contract interpretation, disciplinary, employment discrimination (including race, gender, age, religion, national origin, and disability), sexual harassment, employee benefit, executive compensation, trustee deadlock, and withdrawal liability issues. I am a Mediator of the International Court of Arbitration for Sport in Lausanne, Switzerland, and a member of the U.S. Olympic Committee's Panel of Arbitrators.

### **Panels/Permanent Arbitrator**

NHL, NFL, and Major League Baseball w/ Players Assns., Seafarers Int. Un. and Marine Engineers w/ US Flag Maritime Industry, NYSA and International Longshoremens Assn., TWA and IFFA, DGA and SAG w/ Entertainment Industry, NY Times and Post w/ Pressmen & ITU; LIU, CUNY, SUNY w/ Faculty unions, Metro-North w/ UTU, UNITE w/ Textile Ind'y, Metro. Oil Heat Conf. and NYC Contractors Assn. w/ IBT Locals, various school districts w/ NEA and AFT locals, and many others.

### **Issues/Industries**

Airlines, Auto, Bakery, Beverage, Brass, Brewery, Broadcasting, Chemical, Clothing, Coal, Comm'ns, Constr'n, Dairy, Educ'n, Entertainment, Federal Govt., Foundry, Glass, Health Care, Hotel, Restaurant, Local Govt., Lumber, Mfg, Maritime, Metal Fabr'n, Mining, Nuclear En'gy, Organiza'ns, Petroleum, Pharmaceutical, Plastics, Police & Fire, Private Sector Interest, Public Sector Grievance & Interest, Paper, Retail, Service, Steel, Textile, Trucking, Utilities, Clerical, Rlrds, Sports, Whsg., Banking, and others.

### **Work History**

1965-70, Schulman, Abarbanel, Perkel & McEvoy, New York, NY representing unions and employee benefit funds. 1970-73, General Counsel, Mayor's Office of Labor Relations, New York, NY, representing management. 1973-83, Professor of Law at Albany Law School, Albany, NY. 1983-present, full-time impartial arbitrator, mediator, and fact-finder of labor-management and employment law disputes.

### **Education**

Princeton University, A.B. 1962. Yale Law School, J.D. 1965.

### **Professional Affiliations**

National Academy of Arbitrators (Former Chair, Region 2); Former Chair of Labor and Employment Law Sections of three Assns.: NYCBA, NYSBA, and Assn. of American Law Schools; College of Labor and Employment Lawyers (Bd. of Governors); IRRRA (Former Pres., Capital Dist. Chapter), NJ Assn. of Prfl. Mediators, many others.

### **Relevant Work\Training\Publications**

My entire work life has been spent managing workplace conflict either as advocate, neutral, or educator. I have participated in scores of training programs, some as student and most as faculty. Publications include books, articles, and papers delivered to bar and professional association meetings as well as published arbitration awards. Details are in 23-page c.v., which is available on request.

**Date** March 1, 2007