

EDWARD J. GUTMAN

Mediator/Arbitrator, 3704 N. Charles Street. Baltimore. MD 21218; 410 960-6032; egutman@comcast.net; www.egutmanadr.com (Summaries of recent arbitration Awards)

1. PROFESSIONAL AFFILIATIONS: American Bar Association, Maryland State Bar Association, National Public Employers Labor Relations Association; Labor and Employment Labor Relations Association
2. EDUCATION: BA - University of Maryland JD - University of Maryland Law School
3. CERTIFICATIONS: Law - Member the Bar of the State of Maryland, the District of Columbia, Federal Courts including the Supreme Court of the United States.
4. LABOR RELATIONS EXPERIENCE: Trial attorney - National Labor Relations Board; Assistant City Solicitor City of Baltimore (Section of Labor and Employment); Labor Commissioner of Baltimore City (Mayoral appointment); Chairman State Labor Relations Commission (Governor Appointment) Private practice in labor and employment - av rated; formerly principal in Blum, Yumkas, Mailman and Gutman, P.A. and Semmes, Bowen & Semmes, P.A.; extensive experience in the public sector - public education and local and state government - the Fair Labor Standards Act, federal and state fair employment laws; ERISA, OSHA, contract enforcement. .
5. TEACHING: Adjunct Professor. University of Maryland School Francis King Care School of Law – Labor and Employment/Arbitration; University of Baltimore School of Law - Labor Law; Community College of Baltimore City
6. LABOR and EMPLOYMENT - Governor's Task Force on Public Employment Labor Relations (Maryland) Member: General Assembly's Graduate Assistant and Adjunct Faculty Study Workgroup (Maryland) Chair: Maryland State Labor Relations Board; Mediation; mediation Circuit Courts of Baltimore City, Baltimore County, Howard County, Frederick County, Anne Arundel County, Harford County Maryland, Legal Aid Bureau of Maryland, the Equal Employment Opportunity Commission.

7. INDUSTRIES: Diverse Private and Public Sectors including Public School Systems, Public Safety, Public Works, Correctional Institutions, Federal Sector - Hospitals, Transportation, Entertainment, Sports, Communications, Retail, Automobile, Port Authorities, Airport Authorities, Public Sector - Interest Public, Utilities.
8. ISSUES: Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin, Drug/Alcohol Offenses, Fringe Benefits, Holidays, Insurance, Leaves of absence, Vacation, Grievance Mediation, Hiring practices, Job performance, Job posting/bidding, Jurisdictional disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, ERISA, Pension and Welfare Plans, Pension Claim, Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages: Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats.
9. ARBITRATION ROSTERS: Federal Mediation and Conciliation Service, American Arbitration Association, National Arbitration and Mediation, National Arbitration Forum., National Mediation Board, Department of Labor, District of Columbia Water and Sewer Authority, New Jersey Public Employment Relations Board ('PERB'); Virgin Islands PERB; Delaware PERB; Montana PERB; Nevada PERB, Illinois Educational Labor Relations Board, California State Mediation and Conciliation Service; engaged in the ADR practice of mediation and arbitration since 2004.
10. ARBITRATION Arbitrated and mediated over 200 cases, including labor and employment, general business and other civil disputes. Adjunct Professor of Law University of Maryland Francis King Carey School of Law ('Labor and Employment Arbitration') Member of the Maryland State Labor Relations Board. Education University of Maryland - Bachelor of Arts University of Maryland School of Law - LLB (Law Review) Alternative Dispute Resolution (ADR) Training Arbitration Training - American Arbitration Association Arbitration Training - Federal Mediation & Conciliation Service Mediation Training - Maryland Institute for Continuing Professional Education Lawyers Family Mediation Training - Maryland Institute for Continuing Professional Education of Lawyers Workers Comp Mediation Training - Maryland

Institute for Continuing Professional Education of Lawyers Panel Member
Training - Financial Industry Regulatory Authority (FINRA) (formerly the
National Association of Security Dealers and the New York Stock Exchange)
Mediation Training - Maryland Commission on Human Relations Mediation
Training - Legal Aid of Maryland Mediation Training - Equal Employment
Opportunity Commission Professional Experience Trial attorney - National
Labor Relations Board Assistant City Solicitor City of Baltimore Labor
Commissioner of Baltimore City (Mayoral Appointment) Member:
Governor's Task Force on Public Employment Labor Relations (Maryland)
Member: General Assembly Workgroup on the Status of Graduate Assistant
and Adjunct Faculty of the University System of Maryland Member -
Maryland State Labor Relations Board (Appointed by Governor Martin
O'Malley) Member - Baltimore Bar Association Alternative Dispute
Resolution Committee Private Practice in Labor and Employment and
Education Litigation. Private Practice in ADR Mediation and Arbitration
Certified arbitrator for the American Arbitration Association, Federal
Mediation and Conciliation Service, Financial Industry Regulatory Authority,
the National Arbitration Forum, Virtual Courthouse, ADR Systems, NAM,
States of New Jersey, Virgin Island, Delaware, Nevada, States of Washington,
Montana, Oregon, Illinois, California and Hearing Officer for local boards of
education in student and teacher discipline disputes, labor relations and
negotiations impasse proceedings. ADR Certifications Certified mediator for
commercial and labor and employment disputes for the Financial Industry
Regulatory Authority (FINRA) (formerly the National Association of
Security Dealers and the New York Stock Exchange), American Arbitration
Association, Federal Mediation and Conciliation Service, the Circuit Courts
of Baltimore City, Baltimore County, Howard County, Anne Arundel County,
Harford County and Frederick County, Maryland; Legal Aid of Maryland, the
Maryland Commission on Human Relations, the Equal Employment
Opportunity Commission, the International Institute for Conflict Prevention
and Resolution (CPR), Virtual Courthouse, ADR Systems of America, LLC,
the Illinois Educational Labor Relations Board and National Arbitration and
Mediation (NAM), National Mediation Board Bar and Professional
Associations Admitted to practice before State and local courts in Maryland
and the District of Columbia, federal and appellate courts including the
Supreme Court of the United States; member of the American Bar
Association; Maryland State Bar Association (Member, Labor Law Section);
Baltimore City Bar Association; Maryland Council of School Board
Attorneys and the National Public Employer Labor Relations Association
(Charter Member). Community Activities Active in community affairs,

charitable and services organizations (Recent cases arbitrated - Summarized on website www.egutmanadr.com)

11. FEE SCHEDULE: \$2,000/day for hearing, study, and travel. Cancellation—\$2,000/day (cancellation period: 14 days). \$350 per hour for all hours of hearing in excess of eight hours in one day.