

E. Patrick McDermott
Labor Arbitrator
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ARBITRATOR EXPERIENCE

Neutral and independent arbitrator, mediator, med-arb, early neutral evaluator, facilitator, fact finder and hearing officer in labor and employment disputes. In-person and remote hearings.

Industries and Issues: Public sector, public safety (police and fire), correctional officers, public transit, education (higher and K-12), entertainment, airline (passenger and cargo), transportation, health care, mining, manufacturing, trades, clerical, nonprofit, developmental disability, athletics, armed service branches, and a wide range of federal agencies. Issues include discipline and discharge, contract interpretation, performance evaluation, promotion, sexual harassment, donning and doffing and other federal wage and hour, med-arb, interest arbitration, NLRA deferral issues, whistleblower, and statutory employment law (Title VII, Title IX, ADA, ADEA, ERISA, FLSA, state wage and hour and other state protective labor legislation, covenants not to compete, and unjust dismissal).

Permanent Arbitration Panels:

- City and County of Denver, Colorado, Permanent Panel of Arbitrators;
- AFGE Local 987 and USAF Robins Air Force Base, Georgia Expedited Arbitration Panel;
- Broward County, Florida and Broward County Professional Fire Fighters and Paramedics, IAFF, Local 4321;
- New York State Education Department, 3020-a Teacher Tenure Panel.

Private Rosters:

- American Arbitration Association, (labor and employment law panels)

Federal, State and Local Agency Arbitration Panel Appointments:

- Federal Mediation and Conciliation Service
- National Mediation Board
- Minnesota Board of Mediation Services (“BMS”)
- California Public Employee Relations Board; State Mediation And Conciliation Service Labor- Management Panel
- Los Angeles County Employee Relations Commission Labor-Management Panel
- New Jersey State Board of Mediation
- New Jersey Public Employee Relations Commission
- Nevada Government-Employee Relations Board
- Michigan Employment Relations Commission
- Oregon Employment Relations B Board
- U.S. Virgin Islands Public Employees Relations Board
- City and County of Denver Colorado Permanent Panel of Arbitrators
- Montana Board of Personnel Appeals Arbitration Panel
- Alaska Labor Relations Agency Arbitration Panel

Professional Employment In Labor Relations And Employment Law (Representing Management; Then Representing Employees; and 10 years as a Neutral)):

- Law Office of E. Patrick McDermott LLC, Annapolis MD (closed)

Represented employees in labor and employment law litigation in state, federal and administrative forums; mediation and arbitration.

- Of Counsel - Serotte, Rockman and Wescott, Baltimore, MD. - Management labor and employment law boutique.

- Associate General Counsel, ABC, Inc. Division of The Walt Disney Company, NYC
In-house Labor Counsel for ABC/Disney in labor negotiation, arbitration, and administration of collective bargaining agreements; employment litigation in local, state and federal courts and administrative agencies, negotiation of entertainment industry employment contracts, and residual rights and intellectual property issues.

- Associate, then Partner, Labor and Employment Law Department, Weinberg and Green, Baltimore, Maryland (now Saul Ewing LLP)

Represented a broad range of management clients across numerous major and local corporations and nonprofit organizations in all areas of labor and employment law.

- Attorney, Law Offices of Gerald Dorf, Rahway, New Jersey

Represented a broad range of New Jersey municipalities in all areas of New Jersey public sector labor and employment law specializing in Public Safety Departments police including public sector interest arbitration.

- Labor Relations Representative, Pan-American World Airways, New York City, New York

Labor relations representative responsible for all steps of the grievance process through first chair labor arbitration at both Field Board and System Boards of Adjustment under the Railway Labor Act.

- Senior Personnel Administrator, Johnson & Johnson, New Brunswick, New Jersey
Corporate employee benefits spokesperson in collective bargaining as a member of the corporate collective bargaining team.

- Field Examiner, National Labor Relations Board, Region 22, Newark, New Jersey
- Saul Wallen Fellow, American Arbitration Association (Ford Foundation Grant), Washington, DC.

Bar Admissions:

- Florida, Maryland, New Jersey, and New York; numerous federal district court and courts of appeal admissions.

Apprenticeship:

Mentored by Richard Fincher, Scottsdale, AZ, distinguished member of the National Academy of Arbitrators.

Professional Associations

Labor and Employment Relations Association; American Bar Association
Sections of Dispute Resolution, Labor and Employment Law and Dispute Resolution and Government and Public Sector Lawyers; Florida State Bar Association; Florida Bar Association
Section on Labor and Employment Law and City, County, and Local Government Law Section.

Academic:

August 2000 – present – Professor, Department of Management, Franklin P. Perdue School of Business, Salisbury University

July 1, 2024 – June 1, 2025 – Distinguished Visiting Professor in Negotiation and Law, United States Air Force Academy, Colorado Springs, CO.

Selected publications (complete list is available upon request):

The Repeat Player Effect: Much Ado About Nothing, Journal of Dispute Resolution, University of Missouri School of Law, Summer 2025; Fitting The Forum To Fit The Fuss – The Rise Of Online Video Mediation For Workplace Dispute Resolution, Ohio State University Dispute

Resolution Journal, Vol. 40 (2025).

Books or Book Chapters In Print

Alternative Dispute Resolution in the Workplace. Primary Author with Dr. Arthur Berkeley. Westport: Quorum Books; Interference With Employee Rights, National Labor Relations Act: Law and Practice Volume I, Matthew Bender; Railway Labor Act Law and Practice, Contributing Author, Edited by Professor Douglas Leslie, Bureau of National Affairs; Legal Issues and the Aging Workforce with Dr. Caren Goldberg, Aging and Work in the 21st Century, 2nd ed. Schultz, K. and Adams, G., (2018) Routledge, United Kingdom; Mediation of Employment Disputes At The EEOC with Dr. Ruth Obar, Beyond Elite Law: Access To Civil Justice In America in Estreicher, S. and Radice, J., eds., (2016), Cambridge University Press, Cambridge, United Kingdom; Equal Employment Opportunity Commission, The Equal Employment Opportunity Commission Mediation Participants Experience in Online Mediation And Comparison to In-Person Mediation.

Fees: \$1,900 in person *per diem*; \$1,700 virtual *per diem*; interest arbitration *per diem* \$2,100.

Expenses: Writing, research, conferences and travel time billed at fractional *per diem* or hourly rate (as applied). Out-of-pocket expenses billed as incurred. No charge for administrative overhead. *All billing is from Minneapolis location.*

Cancellation: Cancellation within fourteen (14) calendar days prior to scheduled hearing date will incur one day's fee. There is a 30-day notice requirement for hearing dates scheduled in excess of 3 days.