ROBERT H. BARRON, Esq.

rhbarron@MidAtlanticADR.com

Web Site: MidAtlanticADR.com

I have served as a mediator in over 300 employment cases, including wage & hour cases. I have helped parties settle over 95% of those cases. My 40 years of experience, as a General Counsel, Mediator, Arbitrator, Business Leader, Executive, and Attorney, gives me a broad perspective that allows me to understand and analyze the multiple sides of a dispute.

Mediator and Arbitrator – 2017 to Present

Fellow, International Academy of Mediators
Member, National Academy of Arbitrators

NFI — Cherry Hill, NJ

Executive Vice President responsible for Canadian Operations — ***2013 to 2016***
General Counsel and Executive Vice President — ***2011 to 2013***
General Counsel and Senior Vice President — ***2007 to 2011***

NFI is one of the largest logistics companies in North America, with over $3 billion in revenue, 100+ locations, employing 12,000+ people, managing 30+ million square feet of warehouse space, and operating 3,000+ trucks.

General Counsel
From 2007 to 2013, I supervised an in-house team of attorneys and paralegals and managed all legal matters, including arbitrations, mediations, State and Federal litigation, contract negotiation and drafting, internal investigations, labor relations, litigation avoidance training, and regulatory compliance.

Canadian Operations
From 2013 through 2016, I managed all aspects of the Canadian Division with operations and offices across Canada, and in the U.S. and Chile.

Philadelphia Newspapers, Inc. — Philadelphia, PA

General Counsel and VP, Labor Relations — ***2004 to 2007***
Vice President, Labor Relations — ***1998 to 2004***
Director, Employee Relations — ***1992 to 1998***

Philadelphia Newspapers, Inc. ("PNI") publishes The Philadelphia Inquirer, Daily News, and Philly.com. During my tenure, PNI employed over 2,800 employees in multiple locations. Over 2,400 employees were represented by eleven unions and covered by nineteen collective bargaining agreements.

General Counsel
Managed all inside and outside attorneys working on all PNI legal matters, including State and Federal employment litigation, arbitrations, mediations, contract negotiation and drafting, internal investigations, litigation avoidance training, and regulatory compliance.

Labor Relations
I was responsible for all aspects of Labor Relations, including arbitrations, CBA negotiations, CBA drafting, short and long-term strategic planning, and internal investigations.

- Lead Management Trustee on fifteen Taft-Hartley Pension, and Health and Welfare Funds.

LEGAL EXPERIENCE

Pepper, Hamilton & Scheetz **Philadelphia, Pa**.
Labor and Employment Attorney ***1986 to 1992***

- Experience in all aspects of local, State and Federal employment law, including the NLRA, RLA, FLSA, OSHA, ADEA, ERISA, Wage & Hour, wrongful discharge, State and Federal employment discrimination litigation, and workers' and unemployment compensation.
- Represented employers in arbitrations, mediations, CBA negotiations, injunctions, and employment litigation.

EDUCATION

University of Michigan Business School
Graduate, The Human Resources Executive Program
November 1996

Villanova University School of Law
Villanova, Pennsylvania
Juris Doctor, May 1986
Associate Editor, Villanova Law Review

Clark University
Worcester, Massachusetts
Degree: B.A., May 1983

PANELS

Mediation Panels
NAM employment Panel, Resolute Systems employment Panel

Standing Arbitration Panels
Cmlth. of Pa. and Pa. State Corrections Officers Assoc., Expedited Grievance Panel
Cmlth. of Pa. and Pa. State Corrections Officers Assoc., Heart & Lung Panel
AFGE and National Archives and Records Admin., Grievance Panel
ATU Local 689 and RATP Dev Circulator, Grievance Panel
ATU Local 689 and Washington Metropolitan Area Transit Authority, Grievance Panel
Temple University Hosp. and Temple University Hosp. Nurses Assoc./PASNAP, Grievance Panel

Arbitrator/Hearing Officer
AAA Labor Panel – PA, NJ, DE, MD & D.C.
PA Bureau of Mediation
NJ PERC
District of Columbia PERB
FMCS
PA Labor Relations Board
NJ State Board of Mediation

Publications

- *Don't Be So Sure – Strategies for avoiding the perils of certainty in litigation, mediation and life,* The Pennsylvania Lawyer (2020)
- *Early Mediation – pros, cons and strategies for improved outcomes,* The Pennsylvania Lawyer (2019)
- *Choosing the Right Mediator, implicit and cognitive biases*, The Legal Intelligencer (2018)