

**Contact** American Arbitration Association  
220 Davidson Avenue  
Somerset, NJ 08873  
**telephone: 732-560-9560 facsimile: 732-560-8850**

**Labor Panel**  
**M. David Vaughn, Esq.**

**Current Employer-Title** Self-employed - Arbitrator, Mediator

**Occupation** Arbitrator, Mediator, Attorney

**Experience** Employed full-time as arbitrator, fact-finder, hearing officer, and mediator in employment, commercial, and labor disputes since 1984. Member of three Presidential Emergency Boards in 1988, 1992, and 1998. Extensive experience in grievance arbitration, interest arbitration, fact-finding, SOME case evaluation, and mediation in employment contract interpretation and employment discrimination disputes.

**Issues** Absenteeism, ADA, affirmative action, arbitrability, bargaining unit work, corporate governance, deferred compensation, demotion, discipline (discharge, non-discharge), discrimination (age, disability, race, sex, religion, national origin), drug/alcohol offenses, ERISA claims, fringe benefits (bonus, holidays, insurance, leave, vacation), FLSA, FMLA, grievance mediation, health/hospital, hiring practices, job performance, job posting/bidding, jurisdictional dispute, layoffs/bumping/recall, lockouts, malfeasance/misfeasance, management rights, negligence, National Labor Relations Act, off-duty/personal conduct, official time, past practices, patient abuse, pension and welfare plans, pension deadlocks, performance, productivity, promotion, Railway Labor Act, retirement, safety/health conditions, seniority, sexual harassment, slowdowns, strikes, 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, work stoppages, threats/violence.

**Industries** Advertising, aerospace, agriculture, airlines, apparel, automobile (manufacturing/parts), bakery, beverage, brewery, broadcasting, building products, canning, cement, chemicals, coal, construction, corrections, education, electrical equipment/appliances, electronics, entertainment/arts, federal sector, food (mfg/processing/service), foundry, furniture, glass/pottery, grain milling, health care, higher education, hospitals/nursing home, hotels/motels/casinos/resorts, iron, lumber, machinery, manufacturing, maritime, meat packing, metal fabrication, mining, newspapers, non-profits, nuclear energy, office workers/clerical, organizations, packaging, paint and varnish, petroleum/petrochemicals, pharmaceuticals, plastics, police and fire, postal, printing and publishing, pulp and paper, railroads, real estate, refrigeration/hvac, restaurants, retail stores, service, shipbuilding/ship repair, state/local government, steel, stone/quarry, telecommunications, textile, tire/rubber, tobacco, transportation, trucking and storage, union staff, upholstery, utilities, warehousing.

*M. David Vaughn, Esq.*  
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**Permanent Arbitrator** Aircraft Braking Systems & UAW; American Safety Razor & IUE; B.F. Goodrich/Michelin & USA; Bridgestone/Firestone & USA; DOE & NTEU; DHHS & NTEU; DHS Customs & Border Prot. & NTEU; FAA & NATCA; FAA & Fair Treatment; FAA & PASS; FDIC & NTEU; FLOWSERVE & IAM; IRS & NTEU; Johns Hopkins Hospital & Dist 1199 SEIU; KAI & Teamsters; Las Vegas MPD & Las Vegas PMSA; Mayflower Vehicle Systems & UAW; Miami Airlines & AFA: Mont. Cty, MD Police & FOP; Mont. Cty, MD Fire/Rescue & IAFF; Mont. Cty, MD & MCGEO/UFCW; Mont. Cty, MD & Disability Arbitration Board; Northrup Grumman Newport News & USW; Philip Morris & IAM; UPS & Independent Pilots Assoc.; UPS & Teamsters; USAIR & AFA; US DOL & AFGE (Field); USPS & APWU; USPS & NPMHU; USPS & Jnl. Disputes; USPTO & NTEU; WMATA & ATU; PLBs; SBAs; NRAB.; partial list of present appointments.

**Work History** Arbitrator and Mediator, Self-employed, 1983-present; Adjunct Professor of Law, Georgetown University Law Center, 1983-99; Hearing Officer, U.S. Senate Office of Fair Employment Practices, 1992-97; Member, Foreign Service Grievance Board, 1991-95; Counsel, Major League Baseball Players Association, 1983; Attorney, Skadden, Arps, Slate, Meagher & Flom, 1981-83; Adjunct Professor of Law, Delaware Law School, 1981-93; General Counsel/Associate General Counsel/Special Assistant, Federal Mediation & Conciliation Service, 1977-81; Executive Assistant, Federal Election Commission, 1975-77; Attorney, Private Practice, 1973-75; Line Officer, U.S. Navy, 1967-69.

**Education** University of Michigan (BA-1966; JD-1973).

**Professional Associations** National Academy of Arbitrators; Labor and Employment Relations Research Association (Maryland Chapter, Past President); National Association of Railroad Referees (Past President; Past Secretary-Treasurer); Association for Conflict Resolution; Society of Federal Labor and Employee Relations Professionals; District of Columbia Bar Association (Labor and Employment Law Section); State Bar of Michigan (Labor and Employment Law Section); American Bar Association (Labor and Employment Law Section; Committee on Railroad and Airline Labor Law).

**Professional Licenses** Admitted to the Bar: Michigan, 1973; Ohio, 1974; District of Columbia, 1979.

**Publications and Speaking Engagements** Co-author, "Just Cause and Arbitral Discretion in Discharge Cases?," PROCEEDINGS OF THE FIFTY-NINTH ANNUAL MEETING, NATIONAL ACADEMY OF ARBITRATORS, BNA, 2007; "Current Issues in Attendance and Absenteeism", PROCEEDINGS OF THE FIFTY-FIFTH ANNUAL MEETING, NATIONAL ACADEMY OF ARBITRATORS, BNA, 2003; "The Future of Arbitration in the Federal Sector and Postal Service," LABOR ARBITRATION UNDER FIRE, Cornell University Press, 1997; "Violence in the Workplace, Prevention Strategies: an Arbitral Perspective," PROCEEDINGS OF THE FORTY-SEVENTH ANNUAL MEETING, NATIONAL ACADEMY OF ARBITRATORS, Bureau of National Affairs, 1995; co-author, "Drug and Alcohol Issues in Arbitration," LABOR AND EMPLOYMENT ARBITRATION, Matthew Bender, 1989 and updates; "Arbitration on Theft

Cases," LABOR AND EMPLOYMENT ARBITRATION, Matthew Bender, 1989; chair and contributor, COLLECTIVE BARGAINING IN A CHANGING ENVIRONMENT, course book, Practising Law Institute, 1982; "Mixed Motives in Unfair Labor Practices," PROCEEDINGS OF THE NEW YORK UNIVERSITY THIRTY-FIFTH ANNUAL NATIONAL CONFERENCE ON LABOR, Matthew Bender, 1981; "Collective Bargaining in the Health Care Industry," SELECTED PROCEEDINGS OF THE ASSOCIATION OF LABOR RELATIONS AGENCIES, 1979; "Public Sector Bargaining Issues in the 1980s', A Neutral View," PROCEEDINGS OF THE NEW YORK UNIVERSITY THIRTY-THIRD ANNUAL NATIONAL CONFERENCE ON LABOR, Matthew Bender, 1979.

**Alternative Dispute Resolution Training** AAA Pro Se: Managing Cases Involving Self-Represented Parties (ACE002), 2006; ACE004 - Dealing With Delay Tactics in Arbitration, 12/05; ACE001 - Arbitration Awards: Safeguarding, Deciding & Writing Awards, 12/04; AAA Labor Arbitrator II Training, Boulder, 10/03; AAA Arbitrator Update 2001; AAA Employment Arbitrator II Training, Boston, 6/02; AAA Employment Arbitrator Training, New York, 12/99; AAA Employment Arbitrator Training, Chicago, 5/97.

### **Compensation**

\$1300.00 per day for grievance arbitration; \$2400.00 per day for mediation, interest arbitration & statutory cases. Charges on pro rata basis for preliminary matters (case management conferences, discovery, motions, etc.) and for review, preparation, research, drafting and travel time. Charges for travel and other expenses (local charges only for Boston cases). Per diem cancellation fee per day cancelled or postponed if notice received 30 days or less in advance (multiple hearing days incur multiple cancellation fees).

**Citizenship** United States of America

**Locale** Clarksville, MD