

GREGORY P. SZUTER, ESQ

ARBITRATOR MEDIATOR

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Occupation Attorney, arbitrator, mediator

Rating:

Martindale Hubbell: AV (highest)
Ohio Super Lawyers List 2004, 2005, 2006
Best Lawyers in America (ADR) 2007, 2008, 2009, 2010, 2011

Professional Background

Neutral in labor, employment, benefits, commercial, securities and consumer cases (Full time from 1998)
Practice of law, Partner several firms, representing individuals in employment claims, management in labor relations (1973 - 1998) and as fund counsel for multiemployer ERISA benefit plans (1980 - 2008)
Brecksville City Planning Commission (1985-1992), Chairman (1989 - 1990)
University of Akron, Adjunct Instructor-Labor Relations (2003 - 04)
Administrative Assistant to Dean of Fine and Professional Arts,
Kent State University (1969 - 1970)
Educator (Secondary School) Newbury, Ohio (1967 - 1969)

Certification

Admitted to Practice of Law:

State of Ohio (1973) Registration No. 0018630
Northern District of Ohio (1973)
Sixth Circuit Court of Appeals (1977)
Supreme Court of the United States (1985)

Certified Specialist : Board Certified Specialist, Labor and Employment Law (2002)

Ohio State Bar Association

Advanced Practitioner - Arbitration (2010)

Association for Conflict Resolution

Education

John Carroll University -AB 1967 *Cum laude*
Kent State University - MA 1971 *Magna cum Laude*
Case Western Reserve University School of Law - JD 1973

Certificate Programs (20 hours or more):

Notre Dame University Law School, Negotiation (2000)
American Arbitration Association, National Mediation Conference (2000)
Federal Mediation and Conciliation Service, Multiparty and Regulatory Facilitation (2000)
Workplace Mediation (2000), Arbitration Institute (1999)
United States Postal Service, Transformational Mediation (1998)

Experience: Alternative Dispute Resolution Rosters:

Labor Relations Rosters:

- American Arbitration Association: Labor Panel (1999)
- Federal Mediation and Conciliation Service, Labor Arbitration Dept. (1999)
- Ohio State Employment Relations Board, Roster of Neutrals (1999)
- Iowa Public Employment Relations Board, Roster of Neutrals (2005)
- Various Employers and SEIU 1199 WV/KY/OH Arbitration Panels (2009)
- Various Employers and Ohio Patrolman Benevolent Association, Arbitration Panels (2010)

Employment Law Rosters:

- American Arbitration Association: Employee Benefits Panel (1985)
- U.S. Postal Service, REDRESS Program Mediator (1998-2006)
- U.S. Equal Employment Opportunity Commission, Mediator (1998-2002, 2010-)
- American Arbitration Association: National Employment Law Panel Mediator (1999)
National Employment Law Panel Arbitrator (1995)
- Cuyahoga County Human Resource Commission, (civil service) Contract Hearing Officer (2012)

Healthcare, Education, Securities and Commercial Rosters:

- American Arbitration Association: Commercial Arbitration Panel, (1985)
- American Health Lawyers Association Dispute Resolver (2003)
- Better Business Bureau: Panel of Mediators (1999); Commercial and Autoline Arbitrator (2000)
- FINRA Board of Mediators (1998), Public Arbitrator (1998), Chairperson (2000)
Qualified for intra-industry (employment law) disputes (2002)
- Ohio Department of Education, Office of Exceptional Children, Mediator (2008-12)

Court Annexed ADR Rosters:

- Cuyahoga Court of Common Pleas. Arbitration Panel (1974), Mediator Panel (2000)
- United States District Court (N.D. Ohio) Alternative Dispute Resolution Panel (1992)

Professional Affiliations

- American Bar Association- Labor and Employment Section, ADR Section;
- American Arbitration Association- Regional Employment Law Advisory Council
- American Health Lawyers Association (AHLA)
- American for Conflict Resolution (ACR)
- Cleveland Bar Association - Labor and Employment Section (Chair, 1995-6, Executive committee, 1993-7)
- International Foundation of Employee Benefit Plans (IFEBC)
- Ohio Bar Association - Labor and Employment Law Section
- Society of Federal Labor Relations Professionals (SFLERP)

Formerly member of:

- Painter's Union District Council 6 (1966)
- National Education Association, (and State and Local Affiliates) (1967-1969)
- Society of Professional Journalists (1970-89)

Guest Lecturer:

- Baldwin Wallace College (Business Law)
- University of Akron School of Law (Labor Law)
- Case Western Reserve University, School of Management (Mediation)

Presenter of CLE and Other Seminars:

- Cleveland Bar Association, Labor & Employment Section
- American Bar Association and National Labor Relations Board Region 8
- American Arbitration Association
- Cleveland Marshall Law Alumni Association
- Council on Education in Management
- Youngstown Bar Association
- The People's Law School (Cleveland *Plain Dealer*)

Publications:

- Lawyers Weekly (N. Ohio edition) "Lawyering in the Mediation Process" 2001
- Cleveland Bar Journal (Cleveland Bar Association) 2007
"To Lawyer or Not to Lawyer, That is the Question: The Roles of Attorney and Non-Attorney in ADR"
- Cleveland Bar Journal (Cleveland Bar Association) 1996
"Sexual Harassment Complaint Procedures Benefit Both Employers and Employees"
- Labor & Employment News (OSBA Labor & Employment Law Section) 1992
"Last Chance Agreements in Arbitration"
- Labor Arbitration Decisions:
 - Terrerri Construction Co. (1999) 114 LA 1089; 00-2 ARB ¶3643
 - Mall City Ambulance (2001) 115 LA 25; 01-1 ARB ¶3700
 - SEIU Dist.1199 and Auburn Manor (2001) 01-1 ARB ¶3792
 - City of Washington (Ohio)(2001) 116 LA 686;02-1 ARB ¶3030
 - Tone Brothers (2001) 116 LA 975
 - ME International (2002) 117 LA 307; 02-2 ARB ¶3233
 - American Sand & Gravel Co.(2003) 118 LA 535, 03-1 ARB ¶3460
 - Crescent Metal Products Inc. and UAW Local 70 (2003) 03-2 ARB ¶3545
 - Unisource Worldwide Inc. (2003) 118 LA 1249
 - Mahoning County Engineer (2004) 120 LA 33;05-1 ARB ¶3117
 - Cuyahoga County Sheriff and OPBA (2004) 04-2 ARB ¶4022
 - Cryovac Inc. (2004) 120 LA 193
 - Solutia Inc. (2005) 121 LA 26; 05-1 ARB ¶3178
 - City of Mansfield (Ohio) (2005) 121 LA 1141
 - Iten Industries (2006) 122 LA 392
 - Southern Indiana Gas & El. and I.B.E.W. Local 702 (2006) 06-1 ARB ¶3516
 - Marathon Petroleum Co. and USW Local 1-0450 (2006) 06-1 ARB ¶3486
 - Avon Lake Public Library (2006) 122 LA 1705; 07-1 ARB ¶3728
 - Greater Cleveland Transit Auth. and ATU Local 268 (2006) 06-2 ARB ¶3699
 - Packaging Corporation of America (2007) 123 LA1493
 - City of Niles (Ohio) (2008) 124 LA 1096; 08-1 ARB ¶4167
 - Martin Marietta Materials, Inc. and Op. Engrs. Local 18 (2006) 07-2 ARB ¶3899
 - Elyria United Methodist Village and SEIU Dist. 1199 (2007) 08-1 ARB ¶4197
 - Mid-American Energy Co. IBEW (2008) 124 LA 1778; 11-2 ARB ¶5331.
 - Fairfield City Schools and OAPSE Locals 205,378,568 (2008) 125 LA 1004
 - Ohio Modular Mfg.Co. and UAW Local 12 (2008) 126 LA 307
 - City of Green (Ohio) and AFSCME (2010) 127 LA 1034

- City of Massillon (Ohio) and AFSCME (2010) 127 LA 1144; 11-2 ARB ¶5362
- Chillicothe City Bd of Ed and Chillicothe Edn Assn Labor Org., (2011) 11-2 ARB ¶5389
- City of Cleveland and Laborers' Int'l Union of North America, Local 1099. (2011) 11-2 ARB ¶5363
- Oak Hills Local Schools and OAPSE (2010) 128 LA 475
- Red Spot Paint & Varnish and UFCW (2011) 128 LA 793
- Forum Health System and SEIU Dist. 1099 (2011) 128 LA 1329
- City of Mattoon and Police Benevolent Assn Unit 35, (2011) 128 LA 1753
- Cuyahoga County Sheriff Office and OPBA (2011)129 LA 169