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**SEAN J. ROGERS, Esq.**

**Sean J. Rogers & Associates, LLC, Arbitrator-Mediator**

Member of the National Academy of Arbitrators. Third-party neutral law practice in mediation, factfinding, impasse/dispute resolution and arbitration. Conflict resolution through mediation, arbitration and alternative dispute resolution. Published awards in private, federal and public sectors including: airline, railroad, health care; pulp and paper products; manufacturing; packaging and container; communications; and police, fire and corrections industries. Comprehensive Labor/Management training, consulting and facilitation services including: Alternate Dispute Resolution, Interest Based Bargaining, Team Building, Negotiating and Arbitration Skills.

**PROFESSIONAL EXPERIENCE**

**1998-2003 Senior Hearing Officer/Senior Counsel, National Mediation Board (NMB)**

§ Extensive, comprehensive experience administering the Railway Labor Act (RLA), including representation elections and collective bargaining dispute resolution. Specialized experience in transportation law, especially as applied to airlines and railroads. Extensive adjudicative, factfinding and investigative experience drafting final NMB decisions as well as other findings and recommendations; processing labor organization representation applications; investigating them and drafting representation and craft or class determinations. Extensive experience representing the NMB in litigation in District and Circuit Court appeals. Specialized experience in mediation and Presidential Emergency Board impasse resolution processes. Investigating, researching and drafting opinions on jurisdictional questions between the NMB and the National Labor Relations Board. Providing training and outreach to public on full range of personnel, labor and employment matters with specialized experience in interest based bargaining training.

**1995-1998 National Director of Labor Relations, Internal Revenue Service**

§ Corporate-wide program responsibility and authority for the labor and employee relations programs. Work force -- approximately 84,000 bargaining unit employees -- represented by National Treasury Employees Union in four nationwide units. Advised the Commissioner, Deputy Commissioner, Chief Officer and Assistant Commissioners on labor agreements, partnership council, personnel and employment issues. Advice pertained to collective bargaining agreements, the Federal sector labor relations statute, and personnel and employee relations laws, rules and regulations. Reviewed and proposed legal, regulatory and policy changes and recommended alternative strategies.

§ Chief Negotiator for collective bargaining, mediation and impasse resolution. Administered unfair labor practice charges, national contract grievances, agency grievances and labor agreements. Exercised final approval of all national and mid-term collective bargaining agreements.

**1995 Arbitrator-Mediator, Sean J. Rogers & Associates, LLC**

§ Third-party neutral law practice in mediation, factfinding, impasse/dispute resolution and arbitration. Conflict resolution through mediation, arbitration and alternative dispute resolution. Published awards in private, federal and public sectors including: health care; pulp and paper products; manufacturing; packaging and container; communications; and police, fire and corrections industries.

**1986-1995 Director, Planning and Policy Division, Office of Human Resources, Montgomery County Government**

§ Labor Counsel/Advisor to County Executive, Chief Administrative Officer and Human Resources Director. Chief Negotiator and Lobbyist to County Council on labor/employee relations. Managed the Labor/Employee Relations, Training, Compensation and Benefits programs. Labor program encompassed 4 bargaining units -- Police (750), White collar (2,200), Blue collar (1,400) and Fire/Rescue (650). Employee Relations program encompassed 2,000 employees. Training program encompassed administration of a multi-million dollar County-wide training and organizational development effort. Compensation and Benefits programs encompassed all compensation, salary, health, life, disability and retirement benefits for 7,000 employees.

**1985-1986 Arbitrator-Mediator, Bill Usery Associates**

§ Third-party neutral law practice in mediation, factfinding, impasse/dispute resolution and arbitration. Conflict resolution through mediation, arbitration and alternative dispute resolution. Published awards in private, federal and public sectors including: health care; pulp and paper products; manufacturing; packaging and container; communications; and police, fire and corrections industries.

**1978-1985 National Counsel, National Treasury Employees Union (NTEU)**

§ Supervised legal staff, litigated and supervised litigation in Federal courts. Chief Negotiator for nationwide contracts. Represented members in court, grievance arbitrations and unfair labor practice trials. Supervised membership and organizing campaigns. Evaluated and coordinated union activities in Eastern and Central United States. Lobbyist to Congress on national issues. Represented NTEU in civil litigation.

**1975-1978 Assistant Counsel, National Association of Government Employees/International Brotherhood of Police Officers (NAGE/IBPO)**

§ Counsel/Legal Advisor/Chief Negotiator to national and local officials. General Counsel, IBPO, Local 442. Represented members in grievances, arbitrations, complaints and law suits. Administered agreements between IBPO, Local 442 and Metropolitan Police Department of the District of Columbia. Lobbyist to District of Columbia City Council. Litigated election challenges, unit determinations and unit clarifications before the DC Board of Labor Relations.

**1970-1974 Police Officer, Tech II (Instructor/Acting Sergeant), Metropolitan Police of the District of Columbia**

§ Graduated top of Police Academy class. Served as uniformed patrol officer, uniformed investigator, plain-clothes detective and Recruit Training Instructor (Tech II/Acting Sergeant). Performed the full range of law enforcement and investigation of crime. Supervised a training class of 50 recruits.

### EDUCATION

1970 Georgetown University, Washington, DC, AB, English and Psychology  
 1976 American University, Washington, DC, MS, Police Science  
 1977 Georgetown University Law Center, JD

### ADMITTED TO PRACTICE

Court of Appeals of Maryland	United States District Court, District of Columbia
District of Columbia Court of Appeals	United States Court of Appeals, Federal Circuit
United States Court of Appeals, District of Columbia	United States Court of Claims

### TEACHING EXPERIENCE

Extensive experience teaching at the graduate and undergraduate levels  
 Adjunct Professor Troy State University Masters program  
 Adjunct Professor Central Michigan University Masters program  
 Administrator, Center for Advanced Study of Law and Dispute Resolution Processes and  
 Professor of Law and Conflict Resolution, George Mason University School of Law

### PROFESSIONAL AFFILIATIONS

District of Columbia Bar Association	National Association of Railroad Referees
Maryland State Bar Association	Association for Conflict Resolution
Eastern States Vice Investigators, Inc. (Legal Counsel)	Industrial Relations Research Association
Society of Federal Labor and Employee Relations Professionals	

### MEMBERSHIPS

National Academy of Arbitrators  
 Federal Mediation and Conciliation Service B Arbitrator  
 National Mediation Board Roster of Arbitrators  
 Foreign Service Grievance Board B Neutral Arbitrator  
 Maryland Health Claims Arbitration Office  
 Better Business Bureau B Mediator and Arbitrator  
 District of Columbia Public Employee Relations Board B Hearing Examiner  
 Delaware Public Employment Relations Board B Mediator, Factfinder and Arbitrator  
 National Arbitration Forum B Arbitrator  
 United States Congress Office of Compliance Roster of Mediators  
 GSA-AFGE Panel of Arbitrators  
 DoEd-AFGE Panel of Arbitrators  
 SSA-AFGE Panel of Arbitrators (Regular, Expedited and EEO)  
 HUD-AFGE Panel of Arbitrators  
 DOL-AFGE Panel of Arbitrators  
 Employment Grievance Fact Finder, Montgomery County, MD  
 Roster of Neutrals of FINRA Dispute Resolution B Public Arbitrator (Panel Chairman)  
 FINRA Mediator  
 National Academy of Distinguished Neutrals  
 World Intellectual Property Organization B Arbitrator

District of Columbia Bar Association Attorney-Client Dispute Mediator