

**SEAN J, ROGERS, Esq.**  
**CURRICULUM VITAE**  
**EXPERIENCE AND CAPACITY**

**INTRODUCTION**

My legal career in the field of labor-management relations and employment law began in 1975. Since 2003, my law practice has been exclusively as a neutral arbitrator, mediator, hearing officer and fact finder in labor-management relations and employment law. (DBA Sean J. Rogers & Associates, LLC (SJR&A, LLC)).

I am a member of the National Academy of Arbitrators (NAA) and the National Academy of Distinguished Neutrals (NADN). The NAA and NADN are professional associations of arbitrators and mediators. Membership is highly selective, limited, subject to peer review and open only to impartial neutrals in labor-management relations or related dispute resolution disciplines. Membership in the NAA is generally considered to highest achievement of a labor-management relations arbitrator's career.

**OVERVIEW of EXPERIENCE and EXPERTISE**

**Sean J. Rogers & Associates, LLC, Arbitrator-Mediator 2003-to date**

My practice has been exclusively in dispute resolution through mediation, arbitration and alternative dispute resolution. I have drafted hundreds of 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. I have envisioned, developed and delivered comprehensive labor-management training and facilitation service on: Alternate Dispute Resolution, Interest Based Bargaining, Team Building, Union and Management Training, and Negotiating and Arbitration Skills. I have resolved hundreds of labor-managements disputes as mediator.

**STATUTORY LABOR-MANAGEMENT RELATIONS NEUTRAL EXPERIENCE (LRA)**

Since 1998, I have administered several labor-management statutory systems as a statutory neutral, (LRA). My experience that is particularly relevant to **RFP number 986** is as follows:

- NMB Senior Hearing Officer/Senior Counsel pursuant to the Railway Labor Act;
- Office of Compliance (now the Office of Workforces Rights) Mediator pursuant to the Congressional Accountability Act;
- Member Board of Arbitration on the Department of State Foreign Service Grievance Board pursuant to FSLMRS;
- Hearing Officer for the District of Columbia Public Employees Relations Board pursuant to the District of Columbia Comprehensive Merit Personnel Act;

- Mediator and Arbitrator for the Delaware Public Employment Board pursuant three separate public employment Delaware State labor-management statutes;
- Labor Relations Administrator for the Montgomery County Housing Opportunities Commission pursuant to Maryland Annotated Code – Collective Bargaining, § 16-301, *et seq.*

These positions involved: administering representation elections and election challenges, exclusive representative certification and decertification, bargaining unit clarifications and consolidations, adjudication of charges of unfair labor and prohibited labor practices, resolution of negotiability disputes, administering grievance and arbitration processes, resolution of arbitration reviews, exceptions and appeals, and impasse dispute resolution.

### **CHRONOLOGY OF LRA LABOR-MANAGEMENT RELATIONS POSITIONS**

**1996 to date:** Hearing Officer and Mediator, District of Columbia Public Employees Relations Board conducting ULP hearings, unit determinations, negotiability determinations, representation elections and challenges, impasse resolution proceedings.

**2003 to date:** Mediator and arbitrator, Delaware Public Employment Relations Board mediating bargaining impasses and arbitrating contract grievance disputes.

**2013 to date:** Labor Relations Administrator, Montgomery County Housing Opportunities Commission conducting ULP hearings, unit determinations, negotiability determinations, representation elections and challenges, administering impasse resolution proceedings.

**1998 to 2003:** Senior Hearing Officer/Senior Counsel, National Mediation Board administering elections and election challenges, mediating negotiations, RLA litigation in Federal District Courts, legal counsel to the Board members and Presidential Emergency Boards.

**2003 to 2006:** Member Board of Arbitration, United States Department of State, Foreign Service Grievance Board resolving contract grievances through arbitration.

### **CHRONOLOGY OF OVERALL LABOR-MANAGEMENT RELATIONS EXPERIENCE**

#### **1998-2003 Senior Hearing Officer/Senior Counsel, National Mediation Board**

My duties encompassed extensive, comprehensive experience administering Railway Labor Act (RLA), including representation elections and collective bargaining dispute resolution. Specialized experience in transportation law, especially airlines and railroads. I conducted extensive adjudications, fact findings and investigations of railway and airline labor-management relations. I was involved in extensive litigation in Federal District and Circuit Courts.

I developed specialized RLA mediation experience. I was Counsel to Board members a Presidential Emergency Board. I was solely responsible for investigating, researching and drafting opinions on NMB and NLRB jurisdictional questions. I provided training and public outreach on full range of personnel, labor and employment matters and developed specialized experience in interest based bargaining training.

I conducted or was involved in approximately 100 RLA representation election per year more than 5 years.

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

I had corporate-wide program responsibility and authority for the labor and employee relations programs for work force of approximately 84,000 bargaining unit employees represented by National Treasury Employees Union. I advised the IRS Commissioner, Deputy Commissioners, Chief Officers and Assistant Commissioners on labor agreements, personnel and employment issues. Reviewed and proposed legal, regulatory and policy changes and recommended alternative strategies. I was the Chief Negotiator for collective bargaining, mediation and impasse resolution. I administered unfair labor practice charges, national contract grievances, agency grievances and labor agreements. I exercised final approval of all national and mid-term collective bargaining agreements.

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

I worked as an impartial neutral law practice in arbitration, factfinding, impasse/dispute resolution and mediation. My role was to provide conflict resolution through mediation, arbitration and alternative dispute resolution. I had many published awards in private, federal and public sectors.

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

My position was as Labor Counsel/Advisor to County Executive, Chief Administrative Officer and Human Resources Director. I served as Chief Negotiator and Lobbyist to County Council on labor/employee relations. I managed comprehensive Labor/Employee Relations, Training, Compensation and Benefits programs encompassing 4 bargaining units – Police (750), White collar (2,200), Blue collar (1,400) and Fire/Rescue (650). Employee Relations program encompassed 2,000 non-bargaining unit and management employees. I administered training program encompassing multimillion dollar Countywide training and organizational development. 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**

I worked with the experienced arbitrators Bill Usery and Herb Fishgold, I worked as an impartial neutral in a law practice exclusively for arbitration, factfinding, impasse/dispute resolution and mediation as well. My role was to support the experienced arbitrators and to resolve conflicts in my own cases through mediation, arbitration and alternative dispute resolution. I had many published awards in private, federal and public sectors.

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

I supervised a legal staff, litigated and supervised Federal court litigation. I was Chief Negotiator for nationwide contracts. I represented members in court, grievance arbitrations and unfair labor practice trials. I evaluated and coordinated union activities in Eastern and Central United States. I was assigned as a Congressional Lobbyist on national issues. I represented NTEU as an organization in civil litigation in District of Columbia Courts.

### **1975-1978 Assistant Counsel, National Association of Government Employees and International Brotherhood of Police Officers**

I served as NAGE Counsel, Legal Advisor, Chief Negotiator and General Counsel, IBPO, Local 442. I was assigned to represent members in grievances, arbitrations, complaints and law suits. I administered labor agreements between IBPO, Local 442 and Metropolitan Police Department of the District of Columbia (MPDC). I served as the IBPO, Local 442 lobbyist to the District of Columbia City Council.

## **POLICE EXPERIENCE**

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

I graduated at the top of my Police Academy class. I served as uniformed patrol officer, uniformed investigator, plain-clothes detective and Recruit Training Instructor (Tech II/Acting Sergeant). I performed the full range of law enforcement and investigation of crime. As an Instructor, I 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, Washington, DC, JD

**ADMITTED TO PRACTICE**

Court of Appeals of Maryland  
District of Columbia Court of Appeals  
United States Court of Appeals

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

**BAR MEMBERSHIPS**

District of Columbia Bar Association  
Maryland State Bar Association  
St. Mary's County Bar Association

**PROFESSIONAL MEMBERSHIPS**

National Academy of Arbitrators  
National Academy of Distinguished Neutrals  
Society of Federal Labor Employee Relations Professionals  
President, DC Chapter Society of Federal Labor and Employee Relations Professionals  
National Association of Railroad Referees  
Labor and Employment Relations Association – National and Baltimore Chapter

**CURRENT ARBITRATION AND MEDIATION PANEL MEMBERSHIPS**

Federal Mediation and Conciliation Service - Arbitrator  
National Mediation Board – Roster of Arbitrators  
American Arbitration Association – Labor Panel Member  
Delaware Public Employment Relations Board – Arbitrator and Mediator  
DC Public Employees Relations Board – Hearing Officer, Mediator and Arbitrator  
Roster of Neutrals of FINRA Dispute Resolution - Public Arbitrator (Panel Chairman)  
FINRA Mediator  
World Intellectual Property Organization - Arbitrator  
DC Bar Association, Attorney-Client Arbitration Board – Mediator (*pro bono*)  
Better Business Bureau - Mediator and Arbitrator (*pro bono*)  
Foreign Service Grievance Board – Neutral (formerly)  
United States Congress Office Workplace Rights – Roster of Mediators (formerly)