

GREGORY P. SZUTER, ESQ

A MEMBER OF THE NATIONAL ACADEMY OF ARBITRATORS

ARBITRATOR MEDIATOR

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OSBA BOARD CERTIFIED
Specialist in Labor
and Employment Law



Occupation Attorney, arbitrator, mediator.

Rating:

Martindale Hubbell: AV (highest)
Ohio Super Lawyers List 2004– 2007,
Best Lawyers in America (ADR) 2008 to current, 2018
Top Rated Lawyers-*The American Lawyer* (labor, employment, healthcare) 2014,2015,2016

Professional Background

Current practice as neutral(arbitrator / mediator) in labor, employment, employee benefits, commercial, securities and consumer matters (1999-present). Practice of law formerly as partner in several firms representing individuals in employment claims, representing management in labor relations, and representing the joint board of trustees of multi-employer ERISA benefit plans as fund counsel.

Other: 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 -BA 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/Trillium Group, 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-)
- Arbitration and Mediation Service (Ohio) (2005)
- State of Ohio DAS and OSCEA Trial Panel (2015-)
- Various Healthcare Employers and SEIU 1199 WV/KY/OH Arbitration Panels (2009-2011)
- Various Public 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, 2010-2011)
- American Arbitration Association: National Employment Law Panel Mediator (1999-)
- National Employment Law Panel Arbitrator (1995-)
- Cuyahoga County Personnel Review Commission, (civil service) Contract Hearing Officer (2012-2015)
- National Arbitration and Mediation Services (NAMS) (2015-)

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-)
- JAMS Elder Care Roster (2004-)
- National Futures Association Board of Arbitrators (1999-)
- 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 (1994-97)
- 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 (IFEBCP)
- National Academy of Distinguished Neutrals, (NADN.org) Ohio Chapter
- National Academy of Arbitrators
- Ohio Bar Association - Labor and Employment Law Section
- Society of Federal Labor Relations Professionals (SFLERP)

Formerly member of:

- 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:

- Arbitrator/ Advocate Symposium (NAA-FMCS-COLERA) 2008 /2011/2013/2015/2016
- Arbitration and Mediation Service (AMS) 2008/2013/2015
- Northeast Ohio LERA 2014/2015
- Ohio SERB Factfinder Conference 2015/2016
- Cleveland Bar Association, Labor & Employment Section - several
- American Bar Association and National Labor Relations Board Region 8
- American Arbitration Association ADR Day
- Cleveland Marshall Law Alumni Association
- Council on Education in Management
- Counsel of Smaller Enterprises and other Chambers of Commerce
- National Business Institute
- Society of Human Resource 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: BNS Labor Arbitrations, CCH Arbitrations – 65 cases since 1999

Fees: I provide a term sheet with more detail upon retention.