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RESUME

Since 1972 John E. Sands has arbitrated and mediated over 4,000 employment law and labor-management disputes. Cases he handled have involved a wide range of issues, including race, age, sex and disability discrimination, sexual harassment, whistle-blower, executive contract, employee benefit, trustee deadlock, wage and hour class actions, and other statutory employment-related claims. He has participated in numerous mediator and arbitrator training programs, both as faculty and student. A member of the National Academy of Arbitrators since 1977, he has chaired its New York-New Jersey Region. He also provides alternative dispute resolution strategies, services and consultation to businesses, unions, institutions and law firms.

A graduate of Princeton University and Yale Law School, Mr. Sands has chaired the Labor and Employment Law Sections of three organizations: New York State Bar Association (1986-87), Association of the Bar of the City of New York (1981-84), and Association of American Law Schools (1976). He has been President (2013) and a Governor (2006-13) of the College of Labor and Employment Lawyers and a Fellow of the American College of Employee Benefit Counsel. He also chaired the International Foundation of Employee Benefit Plans' American Arbitration Committee that drafted the American Arbitration Association's revised Multi-employer Pension Plan Arbitration Rules for Withdrawal Liability Disputes (effective September 1, 1986). From 1981-83 he was honored as the AAA's J. Noble Braden Arbitrator. He is also an Arbitrator and Mediator for the International Court of Arbitration for Sport.

For ten years prior to becoming a full-time arbitrator and mediator, Mr. Sands was Professor of Law at the Albany Law School of Union University, where he taught Employment, Labor, Arbitration, Constitutional, and Insurance Law courses and developed innovative curricula for negotiation and dispute resolution. Before that he was General Counsel of New York City's Office of Labor Relations (representing management) and a partner of Schulman, Abarbanel, Perkel & McEvoy (representing employees, unions and employee benefit funds). Mr. Sands is a widely-published author, and he has lectured throughout the United States and Canada to both lawyers and lay people on law and dispute resolution. His biographical entries have included Who's Who in America, in the East, in Labor, in American Law and Best Lawyers in America.