

**JOHN E. SANDS**  
**ARBITRATOR AND MEDIATOR**  
**425 EAGLE ROCK AVENUE, SECOND FLOOR**  
**ROSELAND, NEW JERSEY 07068**

**ATTORNEY AT LAW**  
ADMITTED IN NEW  
YORK STATE ONLY

**TEL.: 973-226-6620**  
**FAX: 973-226-6553**  
JS@SANDSADR.COM

**RESUME**

A full-time provider of impartial conflict management services, John E. Sands has arbitrated and mediated more than 4,000 labor-management, employee benefit, trustee deadlock, withdrawal liability, commercial, and employment law disputes. A member of the National Academy of Arbitrators since 1977, he has chaired its New York-New Jersey Region. He has been the Impartial Arbitrator of the National Hockey League/NHL Players Association and International, American, and East Coast Hockey League/Professional Hockey Players Association contracts, of Major League Baseball salary disputes, of National Football League injury disputes, and of disputes between the United States Olympic Committee and athletes. He has also served as permanent arbitrator in a number of industries, including railroads, construction, airlines, maritime, longshore, retail sales, trucking, manufacturing, health care, higher education, and others in both the public and private sectors. Mr. Sands has mediated and arbitrated complex litigations and class actions involving a wide range of employment, commercial, discrimination, and sexual harassment issues. 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, New York City Bar Association, and Association of American Law Schools– and serves on the Executive Committee of the New Jersey State Bar Association Labor and Employment Law Section. He has been President and a Governor of the College of Labor and Employment Lawyers, a Fellow of the American College of Employee Benefit Counsel, an Arbitrator and Mediator for the International Court of Arbitration for Sport, a former Co-Chair of the ABA Labor and Employment Law Section’s Committee on ADR in Labor and Employment Law, and a Master of the Bench of the Sidney Reitman Labor and Employment Law Inn of Court, and the AAA’s J. Noble Braden Arbitrator. He also chaired the International Foundation of Employee Benefit Plans’ Committee that drafted the American Arbitration Association’s revised Multiemployer Pension Plan Arbitration Rules for Withdrawal Liability Disputes.

Between 1973-83, Mr. Sands was Professor of Law at Albany Law School, where he taught Labor Law, Arbitration, Constitutional Law, Insurance Law, Employment Law, Negotiation, and Dispute Resolution. Prior to that he was General Counsel of New York City’s Office of Labor Relations (representing management from 1970-73) and a partner of Schulman, Abarbanel, Perkel & McEvoy (representing unions and employee benefit funds from 1965-70). 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. He has appeared in Who’s Who in America, in the East, in Labor, in American Law, and Best Lawyers in America.