



## Walter H. De Treux, Esq.

<b>Current Employer-Title</b>	Arbitrator, Mediator, Attorney Available for arbitration and mediation via videoconference and teleconference, in addition to in-person proceedings where safe and appropriate.
<b>Profession</b>	Arbitrator, Mediator
<b>Work History</b>	Arbitrator/Mediator, 1998 – Present; Instructor, Penn State University LSER (Workplace Dispute Resolution), 2011 – 2015; Instructor, St. Joseph's University Comey Institute, 2008 – 2011; Chief of Staff, Philadelphia 7th District City Council Office, 2000 – 2005; General Counsel, Pennsylvania Conference of Teamsters Local 115, 1991 – 1998; Attorney, Pennsylvania State Senate Appropriations Committee, 1990 – 1991; Attorney, Ira H. Weinstock P.C., 1987 – 1990.
<b>Experience</b>	Active in labor and employment relations since 1983; practiced labor and employment law since 1987. Since 2000, practice devoted exclusively to labor and employment matters serving as a neutral in public and private sectors. Handled numerous employment discrimination and other statutory cases. Prior to neutral work, served as counsel before administrative tribunals and federal court in employment matters. Served as counsel to several Taft-Hartley benefit funds and have a thorough working knowledge of ERISA and its application to the funds. In addition, has taught at St. Joseph's University Comey Institute and currently teaches courses at Pennsylvania State University, including a focus on employment discrimination issues in the context of negotiations and dispute resolution (grievance and arbitration).
<b>Alternative Dispute Resolution Experience</b>	Serves as a full-time arbitrator and mediator. Arbitration and mediation practice is exclusively devoted to issues arising out of labor and employment disputes. Has decided statutory discrimination issues that have been raised during the course of labor and employment arbitrations. Taught several courses on dispute resolution in the labor and employment field at St. Joseph's University Comey Institute and Penn State University.
<b>Alternative Dispute Resolution Training</b>	ACE 20 - Cyber Security: A Shared Responsibility, 2019; AAA ACE 19 Case Finances: What Arbitrators Need to Know, 2019; 2018 AAA National Labor Conference; ACE 13 - Dealing with Difficult Attorneys in Arbitration, 2017; AAA Arbitrator Discretion - A Look at Some Best Practices ACE11, 2016; Faculty, AAA Municipal Finance for Public Sector Interest Arbitrations, 2016; AAA Labor Arbitration Advocacy - Case Preparation, 2015; Faculty, AAA Principled Deliberations, 2014; AAA Developments In Arbitration Law: Disclosure, Vacatur, Sanctions, and Arbitrator Authority, 2013; NAA Complex Public Education Issues, 2011; AAA Arbitration Awards: Safeguarding, Deciding & Writing Awards ACE01, 2012; Faculty, AAA Pennsylvania Act 111 Arbitrator Training, 2012;

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AAA Arbitration Fundamentals and Best Practices for New AAA Arbitrators, 2012; Faculty, AAA Introduction to Labor Advocacy, 2012; NAA Complex Public Education Issues, 2011; AAA Act 111 Training, 2005; AAA Labor Arbitrator II Training: Advanced Case Management Issues, 2004; NAA/AAA Labor-Management Arbitrator Training Program, 1999-2000; Federal Mediation and Conciliation Service, Arbitration Symposium 1999; Philadelphia Bar Association, ADR Overview, 1997.

**Professional Licenses** Admitted to the Bar: New Jersey (1988), Pennsylvania (1987); U.S. District Court: District of Pennsylvania, District of New Jersey; U.S. Supreme Court.

**Professional Associations** National Academy of Arbitrators; College of Labor and Employment Lawyers; Philadelphia Bar Association; Pennsylvania Bar Association; Labor and Employment Relations Association.

**Education** Temple University (JD-1987); Pennsylvania State University (BA, Labor Studies-1983).

**Publications and Speaking Engagements** PUBLICATIONS: Co-Writer/Arbitrator, The Suspension of Nurse Kevin (Film), Penn State University Dept. of Labor Studies; Managing Editor, The Chronicle (National Academy of Arbitrators news magazine), 2008-2011; Contributor, Guide to Labor Arbitration (Gershenfeld, Editor).

SPEAKING ENGAGEMENTS: AAA Advocacy Training Course Planner and Moderator, 2018; Course Planner and Trainer, NAA Advocacy and Arbitrator Training, 2012-2015; Course Planner and Moderator, AAA Pennsylvania Act 111 New Arbitrator Training (Philadelphia, 2012, 2015); Presenter, AAA Labor Arbitration Advocacy, 2012 Philadelphia; Presenter, Grievance Processing, AAA, 2011-2014, Philadelphia, and Washington, DC; Panel and Presenter, Labor Arbitration Institute, 2010-Present (multiple cities); FMCS Arbitrator Symposium, Atlantic City, NJ; NAA Program Chair, 2016 Annual Meeting (Pittsburgh); Panelist, NAA Fall Education Conference, interest Arbitration (New Orleans).

**Citizenship** United States of America

**Languages** English

**Locale** Philadelphia, Pennsylvania, United States of America

### **Compensation**

Hearing:	\$2200.00/Day
Study:	\$2200.00/Day
Travel:	\$2200.00/Day
Cancellation:	\$2200.00/Day
Cancellation Period:	30 Days
Comment:	30 days' notice required for postponement/cancelation. Hearings of 3 or more consecutive days require 45 calendar days' notice. Per diem may be charged for travel of more than 4 hours in day.

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The AAA provides arbitrators to parties on cases administered by the AAA under its various Rules, which delegate authority to the AAA on various issues, including arbitrator appointment and challenges, general oversight, and billing. Arbitrations that proceed without AAA administration are not considered "AAA arbitrations," even if the parties were to select an arbitrator who is on the AAA's Roster.

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