



State of New Jersey
Board of Mediation

Resume of Panel Arbitrator

Name Karen P. Fernbach

Business Email kpfernbach@gmail.com

City Great Neck

State NY

ZIP 11021

Arbitration Experience

Attorney and a member of the AAA as a labor arbitrator hearing cases in both the public and private sectors involving issues of contract interpretation and application, discharge and disciplinary actions, discrimination, management rights, and interpretation of recognition clauses, scheduling clauses, union security clauses, and other contract provisions.

Mediation Experience

EDNY District Court appointed Mediator mediating disputes involving discrimination, civil rights, disability claims, and wage and hour issues. Have been selected by private parties to mediate disputes involving employee discipline cases and wage and hour disputes.

Labor and Employment Panelist of Mediation Solutions of NY, LLC

Prior to retirement from the NLRB as Regional Director of Region 2 (NYC) during tenure at NLRB from 1977-2017 have settled hundreds of cases between employers and labor unions involving discipline cases, wage disputes, interpretation of contract clauses, validity of employer work rules, and collective bargaining negotiations. Also negotiated election agreements and resolved issues pertaining to eligibility of employees such as claims of independent contractor or supervisory status, appropriateness of bargaining units, jurisdictional issues, joint employer issues and procedures for conducting union elections.

Labor Relations or Labor Management Experience

Employed by NLRB for 39 years in various positions as trial attorney, supervisory attorney, Regional Attorney, and Regional Director. While employed at NLRB. Also volunteered as mediator for employees of other federal agencies resolving labor and discrimination disputes. Also, participated in agency-wide training for employees at the NLRB teaching trial training and new employee training on the interpretation of the NLRA and procedures for investigating unfair labor practice charges and processing of representation election petitions.

Other Relevant or Equivalent Experience

From 2017-2025 was employed at Hofstra Law School as a Visiting Assistant Professor teaching labor law, employment law, collective bargaining, and alternative dispute resolutions. Also, have taught at St. John's Law School for past 15 years as an adjunct professor teaching labor law and labor and employment arbitration.

Throughout legal career have been an active member of the NYS Bar Labor and Employment Law Section and Dispute Resolution Section and Secretary of Long Island LERA (Labor Employment Relations Association) and Labor and Dispute Resolution Sections of Nassau County Bar Association. Have planned and attended numerous legal conferences and presented on panels for numerous organizations speaking about labor and employment law issues for diverse audiences of attorneys, arbitrators, union representatives, human resource employees, and students.

Area of Industries of Special Interest

Private and Public Sectors in Health Care, Educational Institutions, Arts, Manufacturing, Service Industries, Publishing, Entertainment, Sports, Construction and Transportation Industries.

Education

BA SUNY Albany 1973

JD St. John's Law School 1977

Professional Affiliation/Association (Include Any Panel Membership)

Fellow of College of Labor and Employment Lawyers, Executive Board Member of Labor and Employment Law Section of NYS Bar Association, Member and current Secretary of LERA-LI, Member of Labor and Dispute Resolution Sections of Nassau County Bar Association.

Panelist on AAA Arbitration Panel, Panelist on Labor Relations Connection (LRC), Panelist on Mediation Solutions, LLC,
Permanent arbitrator on numerous collective bargaining agreements.

Notes

Per Diem Fees: \$ 1650

Cancellation Notice

14 Calendar Days or Parties are Liable for Full Fee for the Cancelled or Postponed Day