



State of New Jersey  
Board of Mediation

## Resume of Panel Arbitrator

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**Name** Thomas Kruglinski

**Business Email** Thomas.Kruglinski@gmail.com

**City** Gardiner

**State** NY

**ZIP** 12525

### Arbitration Experience

Actively arbitrating cases for the following rosters/panels: NJSBM, AAA Labor Panel, FMCS Roster of Arbitrators, NJPERC, Labor Relations Connection, State of Ohio and OCSEA Trial Arbitration Panel, Port Authority of NY and NJ Employee Relations Panel.

Completed the course, Becoming A Labor Arbitrator, Federal Mediation and Conciliation Service (3/2021)

Completed FMCS/NAA Apprenticeship Program: Apprentice with NAA Arbitrator John Trela and NAA Arbitrator Melissa H. Biren and NAA Arbitrator Thomas Nowel. Also apprenticed with NAA Arbitrators Jay Siegel and Dick Adelman.

Attended numerous other arbitrator training sessions, both in-person and online, from the National Academy of Arbitrators, Federal Mediation and Conciliation, LERA, Bar Associations, and other arbitration-related organizations.

### Mediation Experience

Mediated dozens of grievances while serving as Executive Director of the neutral Columbus, OH Labor-Management Committee and as Director of the neutral Labor-Management Resource Network (Cincinnati area). Worked closely with FMCS and State Employment Relations Board (Ohio) on many complex mediations and interest-based bargaining negotiations. Partnered with FMCS "preventive mediation" efforts at both private and public sector organizations. Taught mediation and other conflict resolution skills to thousands of union members and managers

### Labor Relations or Labor Management Experience

Director, Labor Management Resource Network, Hamilton, Ohio 1995-2004. Led this neutral, non-for-profit organization dedicated to promoting successful joint union-management initiatives such as labor-management committees created to satisfy mutual interests of union and management.

Reported to a board comprised of equal numbers of union and management leaders.

As a neutral, developed, facilitated, and coached more than 50 high-performance labor management teams that significantly enhanced communication, employee satisfaction, productivity, quality, building trust, customer service, safety, and aligned work processes with strategic vision and market demands.

Received FMCS Milestone Award, February 2004.

Mediated dozens of grievances.

Worked closely with unions including AFSCME, IUOE, IBEW, UAW, OEA, IBT, and USWA and their management counterparts.

Authored and delivered more than twenty-five original training programs on labor-management-related topics, including one funded by FMCS Labor-Management Grant.

Provided training and facilitation in interest-based ("IBB") negotiating and problem-solving process, communication skills, high-performance workplace to over 5,000 trainees from fifty organizations. Provided neutral mediation, facilitation and training in IBB negotiations at several organizations.

Trained, coached and mentored thirty-five in-house labor-management mediators/facilitators in client organizations.

Developed joint organization-wide, team-based change management processes in eight organizations.

Executive Director, Columbus Area Labor-Management Committee, Columbus, Ohio 1988-1995. Directed this neutral, private, not-for-profit area labor-management committee working within a joint union-management framework. Reported to a board comprised of equal numbers of union and management leaders.

Developed joint labor-management teams at McDonnell Douglas, Nestle-Hills Brothers, Amana, Lennox Industries, General Motors, City of Columbus, and State of Ohio, and many others.

Worked closely with unions including UAW, IUOE, IBEW, AFSCME, IBFO, IBT, UFCW, SEIU, and USWA.

Worked closely with mediation efforts of FMCS and State Employment Relations Board (Ohio).

Developed and facilitated joint union-management worker adjustment teams that managed the successful outplacement of more than 2,700 workers from two large manufacturing facilities after plant closings.

Facilitated collaborative Interest-Based ("win-win") bargaining for five collective bargaining contracts.

Graduate Research Assistant and Associate Director, The Ohio State University, Center for Labor-Management Cooperation, Columbus, Ohio 1986-90.

Assisted in the delivery of numerous Labor-Management programs for union and organizational clients in unionized industries and in the public sector.

Provided training, facilitation, and organizational assistance to multiple area labor-management committees.

#### **Other Relevant or Equivalent Experience**

20 years' experience in Human Resource management. Senior Professional in Human Resources (SPHR) Certification maintained 2003-2023. Worked primarily as a consultant but also as a Director of Human Resources, Human Resources Business Partner, Instructional Designer/Trainer, and Manager of Training and Organizational development.

Senior Litigation Paralegal 1982-1986

#### **Area or Industries of Special Interest**

Wide experience in most industries including, but not limited to, manufacturing, services, healthcare, finance and insurance, construction, consumer products, petrochemical, transportation, aerospace, automotive, utilities, and food service.

#### **Education**

Bachelor of Arts, Syracuse University, Political Science 1982.

Master's in Labor and Human Resources, The Ohio State University 1988.

#### **Professional Affiliation/Association (Include Any Panel Membership)**

Federal Mediation and Conciliation Service (FMCS), admitted to FMCS Roster of Arbitrators (2/2024)

American Arbitration Association (AAA) Labor Roster (admitted 9, 2024)

New Jersey State Board of Mediation, admitted to NJBM Roster of Arbitrators (admitted 2/2024)

New Jersey Public Employee Relations Commission, admitted to NJPERC Roster of Arbitrators (admitted 8/2024)

Labor Relations Connection, Roster of Arbitrators (admitted 5/2024)

State of Ohio and Ohio Civil Service Employees Assn., Trial Panel for Grievance Arbitration (admitted 9/2024)

Port Authority of NY and NJ Employee Relations Panel, Hearing Officer Panel Member (admitted 1/2025)

Labor and Employment Relations Association (Formerly Industrial Relations Resource Association), Member (1986-1997).

Central Ohio Chapter President 1993-94; Member LERA (New Jersey and New York chapters, 2023-present, Central Ohio and Connecticut Valley Chapters, 2024-present)

Human Resource Certification Institute, Washington, D.C. Senior Professional in Human Resources (SPHR) (maintained 2003-2023)

Hudson Valley Society of Human Resource Management, Member, 2004-2023; President 2010-2013; Communication VP 2008-2010

#### **Notes**

Travel at cost

If allowed (0.80/mile from Mahwah, NJ.)

#### **Per Diem Fees: \$ 1650**

#### **Cancellation Notice**

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