



State of New Jersey  
Board of Mediation

## Resume of Panel Arbitrator

**Name** Barbara Lichtman

**Business Email** blarbitrator@yahoo.com

**City** Dresher

**State** PA

**ZIP** 19025

### Arbitration Experience

Arbitrated prior to working as Commissioner, Federal Mediation and Conciliation Service ruling on FOP and health care cases, including interpretation disciplinary cases. As advocate arbitrated over 100 cases.

2025 - Returned to arbitration – Appointment to numerous cases including police, higher education, broadcasting, public sector health care and non-professional public sector all in both discipline and contract interpretation cases.

### Mediation Experience

1992–2025, Commissioner, Federal Mediation and Conciliation Service. Extensive experience is all issues including Absenteeism, attendance policies, arbitrability, bargaining unit work, discipline and discharge, recognition, union security, seniority, layoff and recall, sick leave, vacation, holidays, scheduling, overtime, discrimination, harassment, staffing/manning/complement, postings and bidding, promotions and transfers, performance, unprofessional behavior, self-governance, subcontracting, management rights, grievance procedure, past practice, overtime, jurisdictional disputes, off-duty conduct, image rights.

### Labor Relations or Labor Management Experience

1979 – 1988, Vice President, 1199 National Union of Hospital and Health Care Employees

1977 – 1988, Executive Vice President, 1199C, Nat'l Union of Hospital and Health Care Employees

1979 – 1988, Trustee 1199 Benefit Fund

Trustee 1199 Pension Fund

Trustee 1199C Legal Fund

Trustee 1199C Training and Upgrading Fund

### Other Relevant or Equivalent Experience

2025 - "What Now? Navigating the Minefield in the Labor and Employment World in 2025" New York LERA, NY, NY

2025 - "Why Can't We All Just Get Along? The Future of ADR in Labor and Employment". Philly LERA, Philly, Pennsylvania

2011-2024 – Coordinator, FMCS Arbitration Symposium, Atlantic City, NJ

2024 - "Labor Relations 101: What Are You Talking About?" LERA/FMCS 2024 National Labor-Management Conference, NY

2024 - "Charting a New and Improved Labor-Management Journey Together" LERA/FMCS 2024 National Labor-Management Conference, NY, NY

2023 - "White House Task Force: Card Checks", LERA National Labor Management Conference, Detroit, MI

2022 - "Building Cooperative Labor Relations" – Ministry of Labor, Amman Jordan on behalf of U.S. State Department

2019 - Pa. Bar Association, Labor and Employment Law Section Retreat, Panelist on "Ethics in Mediation," Hershey, PA

### Area or Industries of Special Interest

I have mediated 1000+ collective bargaining negotiations. These were in all industries from aerospace to zoos, including auto workers, broadcasting, bakery, brewing, meat packing, construction and building trades, longshoremen, hospitals, nursing homes, behavioral health, groceries, social services, pharmaceuticals, warehousing and trucking, food service, hotels and hospitality, theater, utilities, entertainment, non-profits, distribution, marine trade, manufacturing, K-12 education and universities, musicians, police and fire, museums, professional sports.

### Education

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

American Arbitration Association; Delaware Public Employment Relations Board Mediation Panel; Federal Mediation and Conciliation Service (effective 10/1/2025); New Jersey Bureau of Mediation; New Jersey Public Employment Relations Commission; Pennsylvania Bureau of Mediation Arbitration Roster; Pennsylvania Labor Relations Board Fact Finding and Arbitration Roster; Special People in Northeast (SPIN) and AFSCME Local 1739; The Labor Connection Arbitration Panel

### Notes

**Per Diem Fees: \$ 1650**

### Cancellation Notice

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