



### Alan A. Symonette, Bio

Alan Symonette has been a full-time labor and employment arbitrator since 1988. He is also the president and owner of Symonette ADR Services, Inc. located in Media, Pennsylvania.

Mr. Symonette has conducted numerous grievance and interest arbitrations in both public and private sectors throughout the country. He has experience in issues involving airlines, air traffic control, utilities, education, including higher education, utilities, manufacturing, sports, law enforcement, health care, public sector services, and firefighting.

A member of the National Academy of Arbitrators since 1996, he currently serves as the Immediate Past President of the NAA Research and Education Foundation. He also serves on several national, state, and territorial labor panels. Mr. Symonette is a Fellow with the College of Labor and Employment Lawyers where he is a Former President. He also serves on the Advisory Board of the Scheinman Institute, Cornell University School of Industrial Relations.

Mr. Symonette has been active in the American Bar Association, Labor and Employment Section where he is a frequent presenter and is member of the Section's Council and has served as the neutral co-chairperson of the ADR in Labor and Employment Committee and Pro Bono Committee. He also serves as the Council liaison to the Treatise Committee.

In 2013, Arbitrator Symonette served as the moderator in the documentary film, "*The Art and Science of Labor Arbitration*." This documentary is a project sponsored by the College of Labor and Employment Lawyers. Directed and Produced by Emmy Award winning director Carol Rosenbaum, the film captures "compelling ideas, stories and insights about arbitration and mediation as it was, and is, practiced by giants of law and public policy." The film was also funded by a grant from the Research and Education Foundation of the National Academy of Arbitrators.

He is also a Chapter Editor, in the 3<sup>rd</sup> Edition of Discipline and Discharge in Arbitration; Melissa Biren and Norman Brand Editors (Bloomberg BNA, 2015). He is currently an Associate Editor of the upcoming edition of How Arbitration Works (Bloomberg)

In 2020, Arbitrator Symonette and Professor Homer La Rue published a paper entitled: "*The Ray Corollary Initiative: How to Achieve Diversity and Inclusion in Arbitrator Selection*" Volume 63 Howard Law Journal Pages 216 et. seq. As part of that initiative, he is a founding Director of RCI, Inc. which is dedicated to fostering more diversity and inclusion of neutrals of rising identities across the ADR spectrum.

Mr. Symonette is a graduate of Swarthmore College and the Villanova University School of Law. He is a member of the bar of the Commonwealth of Pennsylvania, United States District Court for the Eastern District of Pennsylvania, and the United States Supreme Court.

He is the 2014 recipient of the Peggy Browning Award and has been selected as one of the Top Attorney's in Pennsylvania as Published in Philadelphia Magazine's Super Lawyers Section for twelve consecutive years.