A named arbitrator in several collective agreements (labour arbitration). Facilitator of settlement of Northland Bank in Liquidation lawsuits. Lecturer for several years at Alberta Arbitration and Mediation Society Arbitration course on "Award Writing and Appeal", with primary focus on commercial arbitration. Tom is currently named in several collective agreements in Alberta and elsewhere in Canada and for more than 20 years has been a member of the national policy arbitration panel for Canada Post/Canadian Union of Postal Workers. He is a member of the National Academy of Arbitrators and the Ontario Labour-Management Arbitrators Association as well as being on the government approved list of arbitrators in Alberta and other jurisdictions.