



**PUBLIC EMPLOYMENT RELATIONS COMMISSION**  
112 Henry Street NE, Suite 300, PO Box 40919, Olympia, WA 98504-0919 (360) 570-7300

**DISPUTE RESOLUTION PANEL  
MEMBER INFORMATION**

Name: Sandra Smith Gangle

Current occupation  
or profession: Arbitrator - Mediator

Business address: P.O. Box 904

City/State: Salem, Oregon Zip: 97308

Business Phone: (503) 585-5070 Information as of: 11/2013

Fax: (503) 585-2412

E-mail: [gangle@peak.org](mailto:gangle@peak.org)

**EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES:** Number of cases handled:

As grievance arbitrator: 450+                      As interest arbitrator: 6  
As EEO mediator: 40                                  As factfinder: 7

**Employment with impartial labor relations administrative agencies:**

Oregon Employment Relations Board                      From: 5/79 To: 8/79  
Capacity or position: Intern (unpaid)

United States Postal Services REDRESS Mediator (for EEO claims)

United State Dept. of Justice/Key Bridge Foundation (Mediation of ADA disputes)

Task Force Facilitator: State of Oregon Dept. of Transportation (Nov. 1999 to June 2000) (20 parties from public sector and private sector)(legislatively mandated project completed)

Presenter on CLE panels and workshops regarding arbitration/mediation:

- Washington State Bar Annual ADR Conference (1992, 1993, 1994)
- SPIDR Northwest Conference (Seattle, WA 1992, 1993)
- Oregon Employment Relations Board Arbitrators' Conference (2003)

“Alcohol and Drug-Related Issues in Public Sector Arbitration Cases”, Lab. Ed. and Res. Center (U. of O.) Monograph Series No. 5 (1986)

Patient Abuse Cases: Violence in Residential Care Facilities”, Arbitration Quarterly of the Northwest (Fall 1992)

“Public Policy vs. Public Opinion: U. of O. Monograph Series No. 17 (2003)

**Brief description of industries and issues dealt with:**

Industries: Public Sector - Education, transportation, state/ county/municipal governments, state hospitals, postal service, airport, police, firefighters. Private Sector - Manufacturing, printing/publishing, food preparation, retail sales, lumber/mills/woolen/aluminum, electrical, grain millers, organizations, unions, service industries, transportation, dairies.

Issues: Arbitrability, discharge, discipline, discrimination (race, sex, religious), job evaluation management rights, past practice, training, work performance evaluation, bumping rights, maintenance of benefits, wage rate, sick leave denial, medical certification, subcontracting, parol evidence rule, work assignment/scheduling, compliance with prior arbitration decision, missing contract term, privacy, patient abuse, safety violation, negligence, promotion, overtime, ADA compliance, sexual harassment.

EDUCATIONAL BACKGROUND:

J.D., Law, Willamette University College of Law, 1980.  
M.A., Romance Languages, University of Oregon, 1968.  
B.A., French, College of New Rochelle (New York), 1964.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

State of Oregon Bar, 1980-2008 (now inactive).

OTHER QUALIFYING EXPERIENCE:

Prof. Carlton J. Snow, Willamette University 12/78 - 6/83  
Arbitration Intern

Portland State University, Chemeketa Comm. College 9/82 - 5/90  
Instructor of workshops: Collective bargaining and arbitration

Univ. of Oregon Labor Education & Research Center various dates  
Presenter at workshops on arbitration (including Spring 2009)

City of Keizer, Oregon 1986 - 1992  
Land use hearings officer

Arbitration awards published, Labor Arbitration Reports, cited in Elkouri and Elkouri (6<sup>th</sup> Ed.)

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

American Arbitration Association, Member since: 1982.  
Association for Conflict Resolution (fka SPIDR), Member since: 1985; Sec'y of SPIDR NW Chapter: 1991-93; co-president 1994-95.  
Montana Arbitrators Association, 1986-93.

AVAILABILITY:

Grievance arbitration (discipline and contract interpretation), Interest arbitration, Factfinding.  
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1200 per diem, for grievance arb. hearing/study time; \$1500 per diem for interest arbitration (pro-rated for partial days, telephone conferences).

Cancellation, etc. fees: \$1,200 for each day of scheduled hearing time, if notice is given 30 days or less prior to hearing date; Minimum cancellation fee after hearing date set, \$500. Arbitrator may waive cancellation fee for a good-cause postponement, unless hearing is cancelled or postponed after it is reset.

Travel/subsistence fees: All out-of-pocket expenses to be reimbursed. (As a courtesy, mileage is charged from Portland, Oregon only, not from Salem). Travel time is charged to the parties at \$100/hour. All bills payable within 30 days.