



**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: Patrick Halter

Current profession: Arbitration, Factfinding, Mediation, Training & Civil Rights Investigations

Business address: 1630 Bolyston Avenue, #306

City/State: Seattle, Washington Zip: 98122

Business Phone: (800) 681-9657 Information current as of: 11/2015  
E-mail: [patrick.halter52@gmail.com](mailto:patrick.halter52@gmail.com)

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

As grievance arbitrator: 1000                      As interest arbitrator: 200  
As mediator: 30                                      As fact-finder: 50

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

New Mexico Public Employee Labor Relations Board From: 7/93 To: 7/99.  
Title or capacity: Executive Director (ULP/representation/impasse)

US Federal Service Impasses Panel & US Foreign Service Impasse Disputes Panel (interest arbitration, mediation, med-arb, factfinding) From: 2/80 To: 8/86.  
Title or capacity: Staff Associate

**Industries:** Aerospace, aircraft mfg., agriculture, aluminum, automotive, banking, beverage, brewery, broadcasting, bldg. products, call centers, canning, casinos, cement, chemicals, clothing, coal, communications, construction, corrections, dairy, education, electrical equipment/appliance, electronics, engineering & research, financial institutions, fire, food, foundry, furniture, glass/pottery, health care, hospitals/nursing homes, insurance, iron, lodging (hotel/ motels), lumber, maritime, meat packing, metal fabrication, mining, office support/clericals, organizations, pharmaceuticals, pulp & paper, police, petroleum refining/ petrochemicals, prison/security guard, refrigeration/HVAC, regulatory agencies, resorts, retail stores, rubber/tire, service industries, social services, steel, supermarkets, telecommunications, transportation, trucking & storage, universities, utilities, warehousing, welfare/pensions, wireless phones.

**Issues:** Absenteeism, agency fee, arbitrability, bargaining unit work/craft jurisdictions, conduct (off-duty)m civil rights, COLA, demotion, discipline & discharge, discrimination (Title VII, ADA, etc.), drug/alcohol offenses, entry rates, FLSA, FMLA, health/hospitalization coverage, hiring practices, holidays & holiday pay, hours of work & scheduling, incentive pay, insurance, job classification & rates, job performance, job posting/bidding, just cause, inter-craft pay relationships, last chance agreements, layoffs/bumping/recall, leave, management rights, merit pay, overtime, past practices, pension and

welfare plans, polygraphs, project labor agreements, reassignment, reclassification, retaliation, retirement, safety/health conditions & OSHA, schedules/tours of duty, seniority, settlement agreements, severance pay, sexual harassment, subcontracting/contracting out, surplus/contingent employees utilization rates, temporary duty locations/relief and returns, travel expenses, union work jurisdiction, union rights & security, union discrimination, vacation/vacation pay, whistle-blowing, workplace violence/threats, work assignments & conditions.

OTHER QUALIFYING EXPERIENCE:

City of Albuquerque (NM) Labor-Management Relations Board From: 8/07 To: 8/12.  
Title or capacity: Chairman

Carl Harshman & Associates, St. Louis, MO From: 8/86 To: 7/93.  
Title or capacity: LMR Project Manager

EDUCATIONAL BACKGROUND:

MPA, Public Sector Labor Relations & Public Finance, Indiana University, 1979.  
 BA, American History, Arizona State University, 1974.  
 Fellow, Organizational Psychology, Johns Hopkins University, 1987.  
 CLEs Nat'l. Judicial College (Evidence, Admin. Law, Civil Procedure, Tort Liability, Fair Hrg).  
 Graduate, Albuquerque Citizen Police Academy.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators, Co-editor, Annual Proceedings, Member since: 2005.  
 LERA, Airlines & Utilities Sections, Member since: 1984.  
 Association for Conflict Resolution, Workplace Leadership Council, Member since: 2003.  
 American Bar Association, ADR, Labor & Employment Sections, Member since: 1998.  
 National Association of Railroad Referees, Member since: 2006.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Factfinding.  
 Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1600 per day.

Cancellation, etc. fees: If case for hearing is cancelled, settled, changed, etc., by either party for any reason within 30 days of the scheduled hearing date, then a per diem fee is assessed for each scheduled hearing date. If 3 or more days are scheduled, then 6 weeks notice. This applies where the parties schedule hearing and then proceed with written briefs in lieu of a hearing.

Transportation and/or lodging fees incurred due to change in hearing date are assessed to the parties.

Travel/subsistence: Actual charges for travel; per diem pro-rates for travel in excess of 2 hours.

Other fees charged: Any computer-research fees (LEXIS) and express delivery.