



**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: Howell L. Lankford

Current profession: Arbitrator

Business address: P. O. Box 22331

City/State: Milwaukie, Oregon Zip: 97269-0331

Business Phone: (503) 349-3842 Information current as of: 02/2016

Fax:

E-Mail: [hll@iname.com](mailto:hll@iname.com)

EXPERIENCE AS AN IMPARTIAL SINCE 1984. Number of cases handled:

As grievance arbitrator: 1000+ As interest arbitrator: 70+

As mediator: 100+ As fact-finder: 50+

Employment with impartial labor relations administrative agencies:

Oregon Employment Relations Board From: 9/79 To: 6/84  
Capacity or position: Administrative Law Judge

Oregon Conciliation Service (ERB) From: 6/84 To: 6/89  
Capacity or position: Occasional Ad Hoc Mediator

Brief description of industries and issues dealt with:

Grievance arbitration, mediation, and factfinding cases involving (1) cause for discipline and discharge, and (2) a range of contract interpretation issues including arbitrability, evaluation, RIF, seniority, subcontracting, safety, discrimination and harassment, FMLA, disability, alcohol and substance abuse and testing, overtime, salary administration, classification, fringe benefits, assignment and transfer, incentives, union security and fees, etc. Interest arbitration cases in police, fire, corrections, communications, transit, and inland waterway units and in the private and federal sectors.

OTHER QUALIFYING EXPERIENCE:

<u>Multnomah County, Oregon</u>	From: <u>1978</u> To: <u>9/79</u> .
Title or capacity: <u>Deputy Labor Relations Counsel</u>	
<u>Washington Labor Law Digest</u>	From: <u>1991</u> To: <u>2000</u> .
Title or capacity: <u>Editor</u>	
<u>City of Eugene, Oregon</u>	From: <u>2001</u> To: <u>2005</u> .
Title or capacity: <u>Police Internal Affairs Auditor</u>	

EDUCATIONAL BACKGROUND:

J.D., Law, University of Oregon, 1977.  
M.A., Philosophy, Northwestern University, 1968.  
B.A., Philosophy - Literature, Reed College, 1965.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney (inactive), Admitted to bar, State of Oregon, 1977.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Oregon State Bar Labor Law Section; Member since: 1979, Chair (1989-1990).  
American Arbitration Association; Member since: 1984.  
Oregon State Bar Alternative Dispute Resolution Section.  
National Academy of Arbitrators (Governor 2011-13); Member since: 1990.

AVAILABILITY:

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

CURRENT FEES AND SCHEDULING:

Grievance arbitration: \$2,000/day (7-hours) of hearing, travel, research study, and writing time, plus transportation costs and food and lodging if out of town overnight.

Interest arbitration and grievance mediation: \$2,250/day.

Cancellation and set over fees: One day fee per scheduled day of hearing if notice is received less than one month before the start of the scheduled hearing. For hearings scheduled 3 - 8 or more days, the minimum notice period for cancellation or set over is 60 calendar days; for hearings set for more than 8 days, the period is 90 calendar days.