



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: Michael Anthony Marr

Current profession: Attorney, Arbitrator, Mediator

Primary address: 111 North King Street, Suite 314, Honolulu, Hawaii 96817
Telephone: (808) 599-5258 Facsimile: (808) 599-5258

Secondary address: 23303 – NE 126th Street, Redmond, WA 98053
Telephone: (425) 898-1250 Facsimile: (425) 898-1250

E-mail: MmarrADR@aol.com Information current as of: 03/2013

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

As grievance arbitrator: 65 As interest arbitrator: 14 As fact-finder: 4

Employment with impartial labor relations administrative agencies: None.

Brief description of industries and issues dealt with:

Industries: The United States Military (army, air force, and navy), architecture, airlines, aerospace, medical/hospital (public and private), advertising, automotive, bakery, banking, broadcasting, education, communications, construction, engineering, food (manu./proc./service), refuse disposal, energy and nuclear power, entertainment/arts, hotels/motels/casinos/resorts, service employees, machinery, oil, gas, and petrochemicals, public utilities, office workers/clerical, public utilities, teachers, social workers and counselors, printing and publishing, prison guards, police, sheriffs, and firefighters, real estate, shipbuilding/dry docks, transportation, trucking and storage, public bus systems, and restaurants.

Issues: Jurisdiction, arbitrability (procedural and substantive), absenteeism, conduct (off-duty)/personal, demotion, employee discipline (discharge and non-discharge), work rules, discrimination, age, race, disability and sex, grievance procedures, drug/alcohol offenses, collective bargaining, agreement interpretation, lay-offs/ bumping/recall, past practices, seniority, subcontracting/contracting out, hiring practices, work conditions and safety, work orders, job performance, seniority/tenure/reappointment, promotions, harassment, violence/threats, management rights, unilateral action, complex discovery motions and motions for summary disposition, contract interpretation and construction (using established labor law principles and Washington State contract law cases), NLRB and HLRB (Hawaii Labor Relations Board) deferrals.

OTHER QUALIFYING EXPERIENCE:

State of Hawaii Judiciary From: 04/12 To: Present.
Title or capacity: Trustee, State of Hawaii Supreme Court, Client Protection Fund

EDUCATIONAL BACKGROUND:

B.A., Political Science, University of Washington, 1975.
J.D., Law, University of San Francisco, 1978.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, State of Washington, Admitted to bar: 1979.
Attorney, State of Hawaii, Admitted to bar: 1980.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Washington State Bar Association, Member since: 1979.
Hawaii State Bar Association, Member: 1980.
Society of Federal Labor Relations Professionals, Member since: 2005.
Labor and Employment Relations Association, Member since: 2005.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Fact-finding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: Grievance Arbitration - \$1000 per day for hearing, research and preparation of the opinion and award. A hearing day constitutes any portion up to eight hours. Time for review, research and preparation is prorated. Interest Arbitration and Fact-finding - \$2000 per day (for up to 8 hours). Time for research and preparation is prorated at \$250/hour.

Cancellation, etc. fees: If the scheduled hearing is cancelled or postponed with at least 30 calendar days notice, there shall be no cancellation fee. If the scheduled hearing is postponed or cancelled with notice of less than 30 days, one-half of the per diem fee for each day of hearing shall be charged but only if replacement arbitration or mediation hearing cannot be scheduled in the place of the cancelled hearing. Despite the fact that a cancellation fee may be owed as set forth above, using equity as a guide, the Arbitrator retains the sole discretion to waive a cancellation fee and on several occasions has done so.

Travel time: Arbitrator charges the per diem fee for any portion of a travel day up to eight hours. Fee is prorated for travel time. Travel charges begin to accrue from my Washington office located at 23303 – NE 126th Street, Redmond, WA 98053 to the location of the hearing.

Other expenses: Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, taxi and lodging. Arbitrator does not charge for food expenses.