



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: James M. Paulson

Current profession: Arbitrator

Business address: 6782 Salmon Beach Road

City/State: Anacortes, Washington Zip: 98221

Business Phone: (360) 588-8031 Information current as of: 4/2011
Business Fax: (360) 770-4956
E-mail: jmp@jmpaulson.com
Website: www.jmpaulson.com

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

As grievance arbitrator: 15

Employment with impartial labor relations administrative agencies: None.

Brief description of industries and issues dealt with:

Issues: Absenteeism, affirmative action, arbitrability, bargaining unit work, conduct (off-duty/personal), demotion, discipline (non-discharge), discipline (discharge), discrimination (age, disability, race, sex, religion, national origin, sexual orientation), drug/alcohol offenses, fringe benefits (bonus, holidays, insurance, leave, vacation), grievance mediation, job performance/evaluation, job posting/bidding, jurisdictional dispute, layoffs/bumping/recall, management rights, union business leave, past practices, pension and welfare plans, pension claims, promotion, retirement, safety, seniority, sexual harassment, strikes/work stoppages/slow downs, subcontracting/contracting out, tenure, union security, wages (cost-of-living, holiday pay, incentive pay, job classification & rates, merit pay, overtime pay, vacation pay), work.

Industries - public: School teachers, school department heads and principals, school custodians, school cafeteria workers, police officers, police sergeants, lieutenants and captains, firefighters, fire lieutenants and captains, production and maintenance workers, department of public works.

Industries - private: *Manufacturing* (aerospace, automotive, beverage, chemicals, clothing, electrical equipment/appliances, electronics, food, foundry, furniture, iron, machinery, metal fabrication, packaging, petroleum/petrochemicals, pharmaceuticals, plastics, plumbing, printing/publishing, pulp/paper, railroads, refrigeration/HVAC, rope, rubber, shipbuilding/dry-dock, steel, stone/quarry, textile, upholstery); *Utilities* (electric, gas, propane, nuclear); *Retail* (department store, super market, specialty stores); *Banking*; *Insurance*; *Beverage*; *Education*; *Health care/Hospitals*; *Construction*; *Transportation*; *Communications* (telephone, radio, television); *Entertainment*; *Office workers/ Clerical*; *Restaurants*; *Trucking*; *Warehousing*.

OTHER QUALIFYING EXPERIENCE:

<u>Morgan, Brown & Joy, LLP</u>	From: <u>7/76</u> To: <u>12/04</u> .
<u>Title or capacity: Partner/Management Advocate</u>	
<u>Morgan, Brown & Joy, LLP</u>	From: <u>6/73</u> To: <u>6/76</u> .
<u>Title or capacity: Associate/Management Advocate</u>	
<u>Angoff, Goldman, Manning & Pyle</u>	From: <u>7/69</u> To: <u>6/73</u> .
<u>Title or capacity: Union Advocate/Associate</u>	

EDUCATIONAL BACKGROUND:

B.A., Political Science, George Washington University, 1966.
J.D., Law, Boston University School of Law, 1969.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, Commonwealth of Massachusetts, Admitted to bar: 1969.
Attorney, State of Washington, Admitted to bar: 2005.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

American Bar Association Labor & Employment Law Section, Member since: 1969.
ABA Labor & Employment Law Section, ADR Committee, Member since: 1974.
Massachusetts Bar Association Labor & Employment Section (former Chairman),
Member since: 1969.

AVAILABILITY:

Grievance arbitration.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1,000 per day. Hearing time beyond eight hours is \$125 per hour.

Cancellation, etc. fees: If less than three calendar weeks (21 days), the per diem fee shall be charged if another matter cannot be set in its place.

Travel/subsistence fees: If hearing time plus travel time exceeds eight hours in one day, travel time is \$60 per hour. Mileage is the IRS rate.

Other fees charged: Docketing fee (\$100); opinion writing and research time (\$100 per hour).

Actual cost of reasonable expenses is charged, including items such as airfare, car rental, food and lodging. Actual expenses for copying, phone and similar expenses are charged.