

**Susan J.M. Bauman**

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Available for both in-person and virtual hearings.

**Education:**

B.S. (Chemistry) University of Wisconsin-Madison, 1965  
M.S. (Chemistry) University of Chicago, 1966  
Teaching Certificate (Mathematics 7-12) University of Wisconsin-Madison, 1970  
M.S. (Industrial Relations) University of Wisconsin-Madison, 1981  
J.D. University of Wisconsin-Madison, 1981

**Employment:**

Teacher, Madison Metropolitan School District, 1970 -1978

Building representative, Board Member, and President of bargaining unit representative, Madison Teachers Inc., including participation in bargaining and mediation sessions.

Attorney, Thomas, Parsons, Schaefer & Bauman 1981-1983

Bauman & Massing 1983 - 1985

Bauman Law Offices 1985 - 1997

Practice concentrated on employment and labor law including multi-employer benefit funds; workers' compensation; unemployment compensation; fair employment matters; and collective bargaining, including unfair labor practices, negotiations and arbitration.

Alderson, City of Madison, 1985 - 1997

Served on numerous boards, committees and commissions including the human resources committee, board of estimates (finance committee), affirmative action commission, equal opportunities commission, public health commission, Community Action Coalition and others.

**Mayor, City of Madison, 1997 – 2003**

In a City of over 200,000, with no City Administrator or Manager, this position serves as the chief executive officer for the City, preparing an annual executive budget, providing oversight of departments and divisions, including the police department, and direct oversight to labor relations staff, determination of City's bargaining posture and occasional participation in bargaining and mediation.

**Commissioner, Wisconsin Employment Relations Commission, 2003 – 2011**

Work included appellate review of hearing examiner decisions regarding unfair labor practices, unit clarifications, mediations and grievance arbitrations. Successfully mediated almost 300 collective bargaining agreements, more than 60 grievances in both private and public sector, and issued more than 65 grievance arbitration awards, in both public and private sectors. In addition, as one of three Commissioners, involved in the management of the agency.

**Mediator/Arbitrator, 2011 – present**

Listed on the roster of ad hoc neutrals maintained by various agencies including the Federal Mediation and Conciliation Service, the National Mediation Board, the American Arbitration Association, the Illinois Educational Labor Relations Board, Iowa Public Employment Relations Board, Michigan Employment Relations Board, Minnesota Bureau of Mediation Services, Office of Collective Bargaining of the City of New York, Oregon Public Employment Relations Board, Washington Public Employment Relations Commission and Wisconsin Employment Relations Commission. Also serve as panel arbitrator for the State of Oregon and SEIU Local 503 and on list of independent hearing officers for Dane County, WI and AFSCME Council 32 and arbitration list for University of Wisconsin. Also sitting Arbitrator for the NW 5 States Grievance Committee for UPS and Teamsters Joint Council 5. In addition, panel member of law enforcement arbitrators for the State of Washington.

**Other Experience:**

Member, State Bar of Wisconsin and Employment and Labor Section, 1981 to present. July 2012 through 2019, member of the Board of the Labor and Employment Section, Chair 2017 –2018; Board member 2024 – present

Member, State Bar of Wisconsin Alternative Dispute Resolution Section, 2022 to present.

Executive Committee, Association of Labor Relations Agencies, 2005 – 2011

Advisory Board, U.S. Conference of Mayors, 1999 – 2003

Executive Committee, Alliance of Cities, 1998 – 2003

Panelist: "Understanding Last Chance Agreements," American Arbitration Association Webinar, May 13, 2024, and January 13, 2025.

Panelist: "Survey of Wisconsin Alternative Dispute Resolution," State Bar of Wisconsin, June 2025; "Coming to Terms: Preparing for Mediation and Arbitration," State Bar of Wisconsin, June 2022; "Public Sector Bargaining and a New Breed of Governors," Labor and Employment Relations Association Annual Meeting, Chicago, January 2012.

Panelist: "Fire Side Chat: "The Changing Landscape in Wisconsin," Association of Labor Relations Agencies Annual Meeting, Jersey City, New Jersey, July 2011.

Moderator: "Nuts and Bolts I – Preparing for Collective Bargaining," "Nuts and Bolts II – Basic Theories, Techniques and Tactics in Collective Bargaining," "Nuts and Bolts III – "The Basics of Interest Arbitration," Wisconsin Employment Relations Commission Public Sector Labor Relations Conference, Madison, Wisconsin, April 2010.

Speaker at numerous Association of Labor Relations Agencies conferences on mediation of collective bargaining agreements, grievances, and unfair labor complaints.

#### Fees and Charges:

Grievance Arbitration and Interest Arbitration: Per Diem Fee: \$1,600.00.  
(Effective January 1, 2026)

Time spent at hearing and travel, \$1,600.00 per day, with at least one full day's fee for the first day of hearing. Time spent in additional hearing and preparation of the award pro-rated upon the daily fee.

Mediation: \$1,600.00 for eight (8) hour day, additional hours pro-rated.

Additional Charges: Actual travel costs including airfare, car rental, meals and lodging, auto travel at IRS rate.

Cancellation or postponement of a scheduled hearing: If a scheduled hearing or mediation session is cancelled or postponed, there will be a \$1,600.00 charge if notice is received within 15 days prior to the scheduled hearing.