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Present Occupation: Arbitrator

First Business Address:

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Second Business Address:

23406 29th Ave. West
Briar, WA 98036

PROFESSIONAL AFFILIATIONS:

LERA, Southern California, Orange County and Northwest chapters

EDUCATION:

AA, Education/Economics, Valley College

CERTIFICATIONS:

Certificate in Mediation Skills, Cornell University

ARBITRATION/LABOR RELATIONS EXPERIENCE:

2004-Present: Arbitrator and Mediator.

1999-2004: Labor Relations Specialist, U.S. Postal Service Pacific four state Area. Represented USPS in labor arbitration (see issues below) with four different Unions; arbitrated over 150 cases. Met frequently with Union Officials at Step 3 and pre-arbitration to resolve grievances, settled over 2000 cases. Trained and mentored approximately 20 new advocates throughout the Area.

1997-1999: Manager, Labor Relations, USPS Van Nuys District. Managed a staff of 7 Labor Relations Professionals, serving an organization of approximately 12,000 employees. Oversight and responsibility for all labor relations/contract administration issues and training, Oversight and responsibility for advocacy of MSPB and EEO complaints, including review of motions, monitoring pre-hearing conferences and administrative hearings. Oversight and responsibility for all labor contract advocacy and hearings.

1991-1996: Labor Relations Specialist, USPS Van Nuys District. Responsibility and oversight of labor relations issues for a specific area within a district. Provided advice and labor relations support for a mail processing facility and group of Post Offices in the Pasadena and Antelope Valley areas, a total of approximately 3,000 employees. Investigated charges of sexual harassment, employee threats, theft, and misconduct. Prepared removal notices, Union correspondence, motions, briefs, etc. Represented the USPS in MSPB appeals and hearings, EEO complaints and hearings, and arbitration hearings. As the senior Human Resources Professional, provided guidance and advice for other HR professionals assigned to the same area. Developed and presented training classes in all aspects of labor relations.

1983-1991: Held various operations positions with USPS. Served as Step 2 designee in grievance procedure. Acted as Chief Spokesman for local contract negotiations with NALC and APWU.

1982: Acting Labor Relations Representative, Van Nuys Management Sectional Center. Acted as Step 2 designee in grievance procedure, advocated arbitration cases.

1980-1981: Management Trainee, Van Nuys Management Sectional Center. Two-year training program in all functions of the Postal Service designed to develop mid-level and executive managers.

1972-1979: Local Business Agent, National Association of Letter Carriers. Worked directly for National Business Agent. Arbitration Advocate and Step 3 grievance procedure representative. Developed and presented training classes on issues such as injury compensation, grievance procedure; local negotiations, route inspections, and steward's rights.

1969-1972: Shop Steward, Vice-President and President, Branch 2902, National Association of Letter Carriers. Step 1 and Step 2 grievance procedure designee. Chief Spokesman for local contract negotiations.

INDUSTRIES:

Agriculture, Communications, Education, Health Care, Hospital/Nursing Homes, Mail Processing, Office Workers/Clerical, Police and Fire, Prison Guard, Transportation, Utilities.

ISSUES:

Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin, Drug/Alcohol Offenses, Holidays, Leave, FMLA Leave, Vacation, Health/Hospitalization, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Management Rights, Official Time, Past Practices, Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Subcontracting/Contracting Out, Union Security, Wages: Holiday pay, Incentive Pay, Job Classification and Rates, Overtime Pay, Advance Sick Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats.

ARBITRATION ROSTERS:

Federal Mediation and Conciliation Service, California State Mediation and Conciliation Service, , Washington State Public Employment Relations Commission, Los Angeles County Civil Service Commission and Employee Relations Commission, Los Angeles City Civil Service Commission and Employee Relations Board, Los Angeles City Minimum Wage Board, Montana State Personnel Appeals Board, Financial Industry Regulatory Authority (FINRA)

Grievance Arbitration and Fact Finding: The per diem fee is \$1440 per day for hearing. A hearing day is any portion of a day up to eight hours. Actual time for research and preparation of the award is prorated.

Cancellation Fee: If a scheduled hearing date is postponed or canceled with less than twenty-one (21) calendar days notice, the per diem fee for each scheduled day of hearing will be charged to the appropriate parties. Travel time incurred will be charged as appropriate.

Travel Time: A prorated Per Diem fee applies for any portion of a travel day up to eight hours.

Expenses: Arbitrator charges actual cost of reasonable and customary expenses, including airfare, train, car rental/other transportation costs, food and lodging. If privately owned vehicle is used to commute, mileage of sixty (60) cents per mile is charged. (rates 1/1/20).