

MICHAEL E. CAVANAUGH, J.D.
Arbitration and Mediation
1004 Commercial Avenue #369
Anacortes, WA 98221

Please note: I am available to schedule remote hearings only, e.g. on Zoom or MS Teams.

CONTACT INFORMATION:

- ◆ **Voice:** (206) 200-1935 (cell)
- ◆ **E-mail:** mec@cavanaugh-adr.com

LEGAL EXPERIENCE:

- ◆ Full time Arbitrator and Mediator (1997 to present)
- ◆ Attorney, Private Practice (1977-97) Seattle, Washington (Practice limited to Labor & Employment Law)
- ◆ Court Law Clerk, United States Court of Appeals for the Ninth Circuit, San Francisco, California (1976-77)

EDUCATION:

- A.B. Degree, University of California (Berkeley) — 1973
 - ◆ Completed the Honors Program in English Literature *With Distinction*
- J.D. Degree, University of Washington School of Law — 1976
 - ◆ Order of the Coif

PROFESSIONAL ASSOCIATIONS:

- ◆ National Academy of Arbitrators (Admitted 2005; Chair, Region 17 from 2014-16)
- ◆ Washington State Bar Association (inactive) (ADR Section)
- ◆ American Bar Association (Labor & Employment Law Sec.; Dispute Resolution Sec.)
- ◆ NW Chapter, LERA

PROFESSIONAL RECOGNITION:

- ◆ *The Best Lawyers in America* (while practicing as an advocate)
- ◆ rated *av preeminent* in Martindale Hubbell Law Directory
- ◆ *Who's Who in American Law*

ALTERNATIVE DISPUTE RESOLUTION TRAINING:

- ◆ Certificate in Mediation Skills, University of Washington Law School Foundation (1994)
- ◆ Settlement Now! Advanced Mediators' Training (1989)
- ◆ Settlement Now! Mediator's Seminar (1988)

ARBITRATION AND MEDIATION PANELS:

- ◆ FMCS
- ◆ AAA
- ◆ Washington PERC
- ◆ Oregon ERB
- ◆ Numerous permanent panels in CBA's

PUBLISHED ARBITRATION DECISIONS:

- ◆ *Fors Farms and Teamsters, Local 313*, 112 LA 33 (1999)
- ◆ *St. Clare Hospital and Service Employees, Local 6*, 112 LA 602 (1998)
- ◆ *Waste Management, Inc. and Teamsters, Local 117*, 120 LA 175 (2004)
- ◆ Additional decisions reprinted online on National Arbitration Center website (part of www.lawmemo.com) and published on public employer websites, e.g. at ofm.wa.gov.

FEE SCHEDULE:

Labor Arbitration Per Diem: \$2500 per day of hearing/study effective 10/1/23 through 9/30/24 (please ask for full Fee Schedule and Terms of Engagement).

Labor Arbitration Cancellation Fee: one-half day per scheduled day of hearing for matters cancelled more than fourteen days prior to the hearing; one full day per scheduled day of hearing for matters cancelled fourteen days or fewer prior to the hearing.

Mediation: \$350/hr.

Statutory or Employment Contract Arbitration: \$350/hr.

Expenses: reimbursement of reasonable expenses, if any.