



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

Name	M. Zane Lumbley
Current Profession	Arbitrator, Mediator, Fact-finder
Mailing Address	PO Box 2323, Brenham, Texas 77834
Other Address	
Telephone	(512) 557-6300
Cell Phone	Same as above
Email	zululima@msn.com
Fax	
Website	
Information Updated	May 2025

Experience as an Impartial in Labor Disputes (Number of Cases Handled)

As Grievance Arbitrator	2,700+	As Interest Arbitrator	55
As Mediator	30	As Fact-Finder	12

Employment with Impartial Labor Relations Administrative Agencies

Organization	National Labor Relations Board		
Position	Field Examiner, GS-9 to GS-13	From / To	10/1970 – 10/1980

Brief Description of Industries and Issues Dealt With

Industries: Aerospace, aluminum, atomic energy, automotive, baking, beverage, broadcasting, canning, cement, chemicals, cities, clothing, communications, community colleges, construction, counties, dairy products, education, electrical equipment, entertainment, extractive industries, feed and fertilizer, fire protection, food processing, foundry, furniture, gas and electric power, grocery, health care, heating and ventilation, hotels, household goods moving/storage, instruments and scientific controls, iron and products, law enforcement, lumber, machinery, mail and mailing, manufacturing, maritime, meat packing, metal fabrication, military, newspaper, non-ferrous metals, nuclear power plants, organizations (union, clubs), packaging and container, petroleum, pharmaceutical, plastics, plumbing fixtures, printing and publishing, prisons, public sector (federal, state and local), pulp and paper products, restaurants, retail and chain stores, school districts, seafood processing, service industries, ship building and drydock, steel, textile, transportation, travel, trucking and storage, upholstery, warehousing.

Issues: ADA, agency fee objections, alcohol and drugs, apprenticeship, arbitrability, assignment of work, back pay, bumping, conduct unbecoming, contract reformation, disability, discharge and discipline, discrimination (age, race, sex, and union/EEO activities), education issues, employment disputes, evaluations, excessive force,

expedited cases, factfinding, firearms offenses, fringe benefits, grooming standards, interest arbitration, internet abuse, involuntary transfer, job bidding, job classification, layoff and recall, management rights, mediation, pension disputes, performance appraisals, plant closure, polygraph use, premium pay, prison custody/segregation, promotion, seniority, severance pay, sexual harassment, statutory rights, subcontracting, superseniority, teacher tenure, training, unilateral change, union security, unit work, and wages.

Other Qualifying Experience

None.

Educational Background

BBA, Finance and Accounting, University of Texas at Austin, 1966.

Professional Certifications and Licenses

None specified.

Membership in Professional Organizations

National Academy of Arbitrators, Member since 2015

American Arbitration Association, Member since 1983

Availability and Fees

Availability:	<ul style="list-style-type: none">• Grievance arbitration, Interest arbitration, Fact-finding.• Arbitrator has chosen not to conduct virtual hearings
Constraints on Time:	None.
Current Fees:	\$2,000 per day. Study time: \$250 per hour.
Cancellation Fees:	\$2,000 per scheduled hearing day 30 or fewer days prior to commencement of hearing; \$1,000 per scheduled hearing day between 31 and 60 days prior to commencement of hearing. No charge for cancellations more than 60 days prior to commencement of hearing.
Postponement Fees:	\$2,000 per scheduled hearing day 30 or fewer days prior to commencement of hearing; \$1,000 per scheduled hearing day between 31 and 60 days prior to commencement of hearing. No charge for postponements more than 60 days prior to commencement of hearing. If agreement on a new date is not reached within 30 days of the original hearing

date, all postponements become cancellations and will be billed according to the cancellation policy.

Travel/Subsistence
Charges:

At prorated per diem rate. Travel expenses in cases requiring air travel will be billed at the conclusion of the hearing.

Other Fees Charged:

None.