

MICHAEL ANTHONY MARR

Email: MmarrADR@aol.com

Present Occupation: Arbitrator and Mediator

PROFESSIONAL AFFILIATIONS:

Association of American Judges
Hawaii State Bar Association (1980)
United States 9th Circuit Court of Appeals
Washington United States District Court of Hawaii
Society of Federal Labor Relations Professionals

Washington State Bar Association (1979)
Supreme Court of the United States
United States District Court/Western District of
Labor and Employment Relations Association
State of Hawaii Broker and Realtor

EDUCATION:

BA	Political Science	University of Washington, 1975 (Magna Cum Laude and Phi Beta Kappa)
JD	Law	University of San Francisco, 1978 (Two Scholarships)
Certificate	Judicial	National Judicial College

JUDICIAL EXPERIENCE:

District Court Judge, State of Hawaii (Ret.)
(Per Diem, 1987 to 2022 – FTE 12 Years).

ARBITRATION/LABOR RELATIONS EXPERIENCE:

February 16, 1979 to Present - Law Offices of Michael Anthony Marr

With the exception of providing legal services to Hawaii's indigent community, the law practice is **primarily dedicated** to providing arbitration, mediation, and other neutral services in the area of labor and employment law in the federal, public, and private sectors.

INDUSTRIES:

Military (army, navy, air force, and national guard), architecture, airlines, aerospace, medical/hospital, advertising, automotive, bakery, banking, broadcasting, education, communications, construction, engineering, food (manu./proc./service), energy and nuclear power, entertainment/arts, hotels/motels/casinos/resorts, machinery, oil, gas, and petrochemicals, United States Border Guards, police and highway patrol, sheriffs, prison guards, fire, public utilities, office workers/clerical, organizations, printing and publishing, public utilities, real estate, shipbuilding/dry docks, transportation, trucking and storage, warehousing, and restaurants.

ISSUES:

Interest Arbitration, jurisdiction, arbitrability, absenteeism, conduct (off-duty)/personal, demotion, employee discipline (discharge and non-discharge), discrimination, age, race, disability and sex, grievance procedures, drug/alcohol offenses, collective bargaining, agreement interpretation, lay-offs/bumping/recall, past practices, seniority, subcontracting/contracting out, hiring practices, work conditions and safety, work orders, job performance, seniority/tenure/reappointment, harassment, violence/threats, management and union rights, arbitrability (procedural and substantive), complex discovery and prehearing motions, i.e., nonmutual offensive issue preclusion, res judicata, protective orders, and summary disposition, and National Labor Relations Board Deferrals.

ARBITRATION/MEDIATION ROSTERS:

United States District Court of Hawaii Mediation Panel
Hawaii Labor Relations Board
California State Mediation and Conciliation Service
Maine Labor Relations Commission
Montana Board of Personnel Appeals
National Arbitration Forum
Nebraska Employee Relations Board

Federal Mediation and Conciliation Service
Oregon State Employment Relations Board
Los Angeles City Employee Relations Board
Michigan Employment Relations Commission
National Association of Securities Dealers
Nevada Employee Relations Board
Washington State Labor Relations Commission

PERMANENT PANELS AND/OR MULTIPLE USE:

United States of America/Various Federal Sector Unions
State of Hawaii/United Public Workers

State of Hawaii/Hawaii Government Employees Union
State of Hawaii/Hawaii State Teacher's Association
City and County of Honolulu/United Public Workers
City and County of Honolulu/Hawaii Government Employees Association
City and County of Honolulu/State of Hawaii Organization of Police Officers
Kuakini Hospital/Hawaii Nurses Association
Aloha United Way/United Public Workers
Oahu Transit Services, Inc./Hawaii Teamsters & Allied Workers, Local 996, AFL-CIO
Oahu Transit Services, Inc./Hawaii Teamsters & Allied Workers, Local 996, AFL-CIO- (Also listed as an "Expedited Case Arbitrator")
Association of Aerospace Workers and American Presidential Lines
Association of Aerospace Workers and American Presidential Lines- (Also listed as the "Permanent Arbitrator")
State of Alaska/International Masters, Mates, and Pilots Union
State of Washington and political subdivisions/Various Public Sector Unions
State of Oregon and political subdivisions/Various Public Sector Unions
Los Angeles Police Department/Various Public Sector Unions

PUBLICATIONS:

Former Editor and primary writer for the Hawaii Labor and Employment Law Alert ("HLELA"). The HLELA was published four (4) times per year, once for each season, and alerted attorneys and neutral service providers to labor and employment law opinions issued by the United States Supreme Court, the United States 9th Circuit Court of Appeals, the State of Hawaii Supreme Court, the Hawaii Intermediate Court of Appeals, the Hawaii Labor Relations Board, the National Labor Relations Board, and the Federal Labor Relations Authority.

PUBLIC SERVICE AND COMMUNITY SERVICE WORK:

Trustee/Secretary for the State of Hawaii Supreme Court Client Protection Fund
Member, State of Hawaii Supreme Court Commission on Civility and Professionalism
Volunteer Judge for the State of Hawaii Supreme Court's Speaker Program
Volunteer Appellate Court Judge for the University of Hawaii Mock Trial Program
Volunteer Trial Judge for the State of Hawaii Annual High School Mock Trial Tournament
Volunteer Mediator at the Mediation Center of the Pacific
Pro Bono attorney for Volunteer Legal Services Hawaii

PER DIEM FEE: \$1,200 DOCKETING FEE: \$0 CANCELLATION FEE: (See below)

Grievance Arbitration: The per diem rate is \$1,200 per day. An arbitration hearing day constitutes any portion up to eight hours. Research, review, preparation of the decision and award are prorated at the per diem rate.

Cancellation Policy: If the scheduled hearing is canceled or postponed with at least thirty (30) calendar days' notice there shall be no cancellation fee. Otherwise, the cancellation fee shall be at the per diem rate for each day canceled or postponed. The Arbitrator retains the sole discretion to waive a cancellation fee and on several occasions has done so. The parties are advised to please take their time negotiating settlement prior to having a grievance docketed for arbitration. The Arbitrator, after notice of selection, is in no rush to have a grievance docketed.

Interest Arbitration, Fact-finding and Labor Mediation: Arbitrator charges \$2,000 per day (for up to 8 hours). Time for research and preparation is prorated at \$250.00/hour.

Travel Time: Arbitrator charges the per diem fee, prorated, for any portion of a travel day up to a maximum of eight hours. This eight-hour maximum includes airtime, wait time at airport(s), and ground travel from the airport to and motel room.

Expenses: Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, taxi, and lodging except as noted above. Arbitrator does not charge for meals.

VIRTUAL ARBITRATION: Remote ADR services (arbitration and mediation) are available provided both parties consent. Arbitrator uses the Zoom platform.