



# DISPUTE RESOLUTION PANEL

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## MEMBER INFORMATION

Name	Robert F. "Bob" Oberstein
Current Profession	Arbitrator, Mediator, Investigator, Educator
Mailing Address	19521 86th Ave. W, Edmonds, WA 98026-6111
Other Address	
Telephone	(602) 859-5522
Cell Phone	Same as above
Email	BOberstein@aol.com
Website	
Information Updated	April 2024

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

As Grievance Arbitrator	68	As Interest Arbitrator	1
As Mediator	70+	As Fact-Finder	2

### Employment with Impartial Labor Relations Administrative Agencies

None

### Brief Description of Industries and Issues Dealt With

**Industries:** Advertising, Bakery, Building Products, Communications, Construction, Dairy, Education, Electrical Equipment/Appliances, Foundry, Financial, Government, Healthcare, Hospital, Hospital/Nursing Home, Metal Fabrication, Office Workers/Clerical, Organizations, Plumbing, Police and Fire, Retail Stores, Transportation, Trucking and Storage, Utilities (public & private), and Warehousing

**Issues:** Absence, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discharge, Title VII Discrimination (protected classes), Drug/Alcohol Offenses, Health and other benefits, Bonus, Holidays, Honesty, Leave, Vacation, Grievance Mediation, Job Performance, Jurisdictional Disputes, Management Rights, Official Time, Past Practices, Promotion, Safety/Health Conditions, Seniority, Sexual Harassment, Work Stoppage, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Timeliness, Union Security, Wages, and Incentive Pay

### Other Qualifying Experience

Firm or Organization	Snohomish Public Utility District #1
Position	Labor Relations Manager
Impartial/Advocacy?	Advocacy From / To 05/2010 – 09/2020

Firm or Organization	Ottawa University (Phoenix)	
Position	Dir. LMR Cert. & BA Programs & Faculty, Ombuds, Disabled Student Liaison	
Impartial/Advocacy?	Impartial	From / To 1992 – 2005

**Educational Background**

- Master of Jurisprudence; Labor and Employment Law; Tulane University School of Law; 2020
- Master of Science; Social Science, Labor Studies; Long Island University; 1977
- Bachelor of Arts; English, Secondary Education; St. John’s University; 1971

**Professional Certifications and Licenses**

- SHRM-SCP (Senior Certified Professional), issued by the Society of Human Resource Management, 2015
- AWI-CH (Lifetime Certificate Holder), issued by Association of Workplace Investigators
- Workplace Mediator Certificate, issued by Mediate.com

**Membership in Professional Organizations**

- ADR Section, Washington State Bar Association; DR Section member since 2021
- LERA (and NWLERA); member since 2020
- International Brotherhood of Electrical Workers (IBEW), emeritus member
- Society of Human Resource Management (SHRM), member since 2015

**Availability and Fees**

Availability:	<ul style="list-style-type: none"> <li>• Grievance Arbitration, Interest Arbitration, Fact-Finding</li> <li>• Can provide in-person as well as online services</li> </ul>
Constraints on Time:	None
Current Fees:	\$2,000 per diem for any part of hearing/study day. Hearing days prorated after 8 hours.
Cancellation Fees:	Less than 30 calendar days’ notice = 1 day per diem for each scheduled hearing day. If same parties schedule a second case within one year of 1 <sup>st</sup> case’s original hearing date, cancellation fees are credited to final billing of decision/award in 2 <sup>nd</sup> case.
Travel/Subsistence Charges:	Per diem rate for travel plus actual cost of all lodging, meals, travel, and gratuities. Mileage is at IRS rate. Arbitrator

purchases least expensive non-refundable airfare unless instructed otherwise.

Other Fees Charged: