

**ROBERT F. "BOB" OBERSTEIN**  
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**EDUCATION:** 2020- Master of Jurisprudence, Labor and Employment Law, Tulane University School of Law; 1977 - MS, Social Science, Grad Cert Labor Studies LIU; 1971 - BA English/ Secondary Education, St. John's University.

**CURRENT EMPLOYMENT: 2020 to present:** Arbitrator, Mediator, Investigator and Educator.

**Current Rosters/panels:** FMCS (Federal Mediation and Conciliation Service) regions 1, 2, 4 and 7, Washington PERC (Public Employment Relations Commission) general and Law Enforcement Roster , Oregon ERB (Employment Relations Board including the Public Safety panel), SCMS (State of California Mediation and Conciliation Service/ California Public Employment Relations Board), Montana Board of Personnel Appeals, Illinois State University Civil Service Board Hearing Officer/Arbitration Fact Finding Panel, State of Kansas, AAA (American Arbitration Association) Workplace Investigations Panel, Eglin AFB and LIUNA arbitration panel, Arizona Department of Education and Board of Education Hearing Officer Panel, and Better Business Bureau (consumer arbitration and mediation panels) and The Labor Relations Connection (arbitration roster).

Also, as a Certified Mediator Practitioner (CMP for the Dispute Resolution Center (DRC) of Snohomish, Skagit and Island Counties in Washington state.

**Summary of Industries:** Advertising, Bakery, Building Products, Communications, Construction, Clergy, Dairy, Education, Electrical Equipment/Appliances, Foundry, Financial, Government, Healthcare, Hospital/Nursing Home, Metal Fabrication, Office Workers/Clerical, Organizations, Plumbing, Public Safety, Retail, Transportation, Trucking and Storage, Utilities, and Warehousing.

**Summary of Issues:** Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination ( all protected classes), Drug/Alcohol Offenses, Fringe Benefits, Bonus, Holidays, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Performance, Jurisdictional Disputes, Management Rights, Official Time, Past Practices and Precedent, Promotion, Safety/Health Conditions, Seniority, Sexual Harassment, Work Stoppages, Slowdowns, Contracting, Tenure/Reappointment, Union Security, Wages: Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats.

**CURRENT SUPPLEMENTAL EMPLOYMENT:** 2013 to present: Northwest Public Power Association (NWPPA): Contract vendor presenting webinars and in-person programs; 2016 to present: Contract vendor presenting HR and LR related webinars for various other on-line platforms.

### **PREVIOUS WORK EXPERIENCE**

2010-2020: Labor Relations Manager, Snohomish County Public Utility District #1, Everett, Washington; 2008-2010: Lead Consultant, Employee and Labor Relations, Traaen & Associates, LLC., Phoenix, Arizona; 2005-2008: Labor Relations Administrator, City of Phoenix, Arizona; 1992-2005: Assistant Professor (Tenured), Ottawa University, Phoenix, Arizona (Director, Labor Management Relations (LMR) BA and Certificate Programs (1992- 2001), Ombudsman (1994-2001) for student, faculty and staff complaints, Disabled Student Liaison (2000-2003), Faculty Advisor (1992-2005), Chair of both Faculty and Academic Committees (2003-2005); 1991-1992 – Executive Director Human Resources, Washington Elementary School District, Phoenix, Arizona; 1980-1991 - Senior Labor Relations Administrator Salt River Project, Tempe, Arizona. 1979-1980 - Labor Relations Representative, Waterford III Nuclear Plant, Taft, Louisiana, and St. Lucie I and II Nuclear Plants, Jensen Beach, Florida, EBASCO Services, Inc.; 1978 - Personnel Manager, Continental Connector Corp., Woodside, New York; 1971 to 1978 - Apprentice and Journeyman Electrician.

Additionally from 1992 to 2005 – Mediator, and Arbitrator/Hearing Officer for the following; Phoenix Regional Office of U.S. EEOC mediation panel, Phoenix Employment Relations Board, Terros (City of Phoenix Community Mediation Program), Arizona Attorney General's Office Community Mediation Program, American Arbitration Association (arbitration and mediation panels for labor, employment, construction and commercial disputes), Federal Mediation and Conciliation Service Arbitration panel, National Association of Securities Dealers (NASD, now FINRA) arbitration and mediation panels, United States Postal Service regional arbitration panel, Tucson Unified

School District (permanent arbitration panel), National Academy of Conciliators residential disputes panel), Special Master UFCW 99 & Fry's Food Stores (Med-Arb process), and Arizona Department of Education Hearing Officer panel.

**CERTIFICATIONS:** 2023- Workplace Mediation Certificate, Mediate.com University; 2022- Association of Workplace Investigators (AWI) Lifetime Certificate Holder, Credential ID #69951858; 2022- Certified Practitioner Mediator (CPM) by Snohomish, Skagit and Island Counties Dispute Resolution Center, mediating disputes in Family, Small Claims and Civil Court; 2022- FMCS: Arbitrating in the Federal Sector; 2020- U.S. EEOC Investigator MD-110 Training Certificate of Completion; 2019 - Workplace Investigator Professional Certification, Employee and Labor Relations Academy; 2015 to 2020 - CLRP (Certified Labor Relations Professional) National Public Employers Labor Relations Association (NPELRA) (retired); 2015 to present- SHRM-SCP, (Senior Certified Professional) Society for Human Resource Management (SHRM) (retired); 2012 to present - SPHR (Senior Professional Human Resources) Human Resources Certification Institute (HRCI) (retired). 2008 to present- IPMA-SCP (Senior Certified Professional), International Public Management Association-Human Resources (IPMA-HR) (retired).

### **PROFESSIONAL ORGANIZATIONS**

2025- Washington Mediation Association; 2021- present: American Bar Association, Labor and Employment and Alternative Dispute Resolution (DR) Sections; 2021- present: Washington State Bar Association, DR Section. Serving on Section Executive Committee as Advisor (subscriber member); 2021- present: LERA (Labor and Employee Relations Association): DR Section Member; 2010 to present - Snohomish County Human Resources Management Association (SCHRMA) (retired); 2010 to 2020 - Washington Public Employer Labor Relations Association (WAPELRA) (retired); 2005 to 2020 - National Public Employer Labor Relations Association (NPELRA) (Arizona Chapter, founding board member) (retired); 1999 to present - Society of Human Resource Management (retired);

A list of professional organizations from 1987 to 2010 in which I am no longer active, or a member, is available upon request.