

HERMAN TOROSIAN

FMCS-1670

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Present Occupation: Arbitrator/Mediator

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Second Business Address:

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PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators
State Bar of Wisconsin

EDUCATION:

JD	Law	University of Wisconsin
BS	Economics	University of Wisconsin

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1996 – Present: Arbitrator. Arbitrate labor and employment cases (see Industries and Issues below) for FMCS and various state agencies. 1975-1996 served as Commissioner, Wisconsin Employment Relations Commission. Appointed by governors Patrick J. Lucey, Lee Sherman Dreyfus, Anthony S. Earl and Tommy G. Thompson. Chairman – 1983-1987. 1967-1975 staff member, Wisconsin Employment Relations Commission; served as mediator, arbitrator and trial examiner.

Total Experience: mediated approximately 800 disputes, arbitrated approximately 1000 disputes, and issued and/or reviewed approximately 1,900 unfair labor practice, declaratory ruling and election cases.

INDUSTRIES:

Agriculture; automotive, bakery, beverage, building products; brewery, canning; cement; chemicals clothing; communications; construction, dairy; distillery; education; electrical equipment/appliance; feed & fertilizer; food (manufacturing/processing/service); foundry, furniture; health care; hospital/nursing home; iron; lumber; machinery, maritime, meatpacking; metal fabrication; office workers/clerical; organizations; packaging, paint and varnish, petroleum/petrochemicals; plastics; plumbing; police and fire; printing and publishing; prison guard; pulp and paper; refrigeration/HVAC; restaurants; retail stores; shipbuilding/dry dock; steel, stone/quarry; transportation; trucking and storage; utilities; and warehousing.

ISSUES:

Affirmative Action; absenteeism, arbitrability; bargaining unit work, conduct (off-duty)/personal; demotion; discipline (non-discharge); discipline (discharge); disability discrimination; race discrimination; sex discrimination; drug/alcohol offenses; bonus; holidays; insurance; leave; vacation; grievance mediation; health/hospitalization; hiring practices; job performance; job posting/bidding; jurisdictional dispute; layoffs/bumping/recall; management rights; past practices; pension and welfare plans; promotion; retirement; safety/health conditions; seniority; sexual harassment; strikes, lockouts, work stoppages, slowdowns, subcontracting/contracting out; tenure/reappointment; union security; cost-of-living pay; holiday pay; incentive pay; job classification.

PERMANENT PANELS:

State of Wisconsin/AFSCME

City of Chicago/SEIU

Chicago Transit Authority/Amalgamated Transit Workers, Local 308

ARBITRATION ROSTERS:

National Mediation Board, Los Angeles City Employee Relations Board, Los Angeles Civil Service Commission, Virgin Islands PERB and following State panels: California, Hawaii, Illinois, Iowa, Montana, Oregon, Washington and Wisconsin

FEES:

PER DIEM: \$1,600.00

\$1,600.00 per eight (8) hour day or any part thereof spent in hearing, mediation, inclusive of travel to and from hearing site (a minimum one-day charge for hearing days). Preparation of award at pro-rata per diem rate.

Cancellation: \$1,600.00 for each day when hearing is postponed or cancelled with notice of less than 14 days.

Charges for cancelled hotel/motel reservations or fees charged by airlines for unused airline tickets will be billed to the parties.

Travel – All reasonable expenses, IRS rate per mile for use of personal automobile

Other – Word Processing costs