

TIMOTHY D.W. WILLIAMS
ARBITRATOR — HEARING OFFICER — FACILITATOR
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EDUCATION

Received his BA from Bethel College and his MA and PhD from the University of Minnesota. His major emphasis in all three degrees was on the broad field of Communication with special emphasis on Organizational Communication and Conflict Management. His study included work in the area of Negotiation Theory and the Social Psychology of Conflict.

BACKGROUND

First listed as an arbitrator and factfinder by the Oregon Employment Relations Board in 1974. Since then he has also been listed on state panels in Washington, Idaho, Montana, Alaska and California. He is a member of the National Labor Panel of the Federal Mediation and Conciliation Service. In 1984 he was accepted into the National Academy of Arbitrators. He is also an experienced commercial arbitrator in the construction industry. As a full-time arbitrator, Mr. Williams handles a substantial number of cases each year -- primarily interest arbitration and grievance arbitration.

**VIDEO
CONFERENCING**

Arbitrator Williams provides the Parties a choice between a virtual (Zoom) or an in-person hearing. A virtual hearing has the advantage of no travel costs and that the advocates and witnesses can be in the same location, or each party, including witnesses, can be in a separate location so long as an appropriate smartphone, tablet or computer is available. A virtual hearing is by mutual agreement. Additional information can be provided by contacting Arbitrator Williams.

EXPERIENCE

Public Sector by Industry: PUBLIC SCHOOLS (teachers and classified employees); EDUCATION SERVICE DISTRICTS (teachers and classified employees); COMMUNITY COLLEGES (teachers and classified employees); CITIES AND COUNTIES (police and sheriff, fire fighters, clerical, blue collar, white collar, supervisory, state police); FEDERAL GOVERNMENT (Immigration and Naturalization Service); POSTAL SERVICE; PUBLIC TRANSPORTATION DISTRICTS and PUBLIC HOSPITALS.

Public Sector by Type of Dispute: DISCIPLINE AND DISCHARGE (absenteeism, insubordination, intoxication, poor performance, progressive discipline, dishonesty); NONRENEWAL OF PROBATIONARY TEACHERS; PAY DISPUTES (placement on the salary schedule, denial of merit increases, salary schedules); LEAVES OF ABSENCE (personal, sabbatical, sick, maternity, business, medical); HOLIDAYS; JOB ANALYSIS AND JOB EVALUATION; CONTRACT INTERPRETATION; SENIORITY (calculation, application); LAYOFF AND RECALL (bumping, recall); DISCRIMINATION; PROMOTION; TRANSFER, ARBITRABILITY.

PANELS

Serves or has served on Veterans Administration/AFGE; Chemeketa Community College/OEA; State of Oregon/OPEU, Local 503, SEIU; Steel Industry/United Steelworkers of America, Seattle area; Oregon Health Sciences University/ONA; U.S. Postal Service/American Postal Workers Union; State of Alaska/AFSCME Local 52; Tidewater Barge Lines/Inlandboatmen's Union of the Pacific; Washington State Marine Commission; Silver Eagle Trucking/Teamsters Local 81; Kenyon Cold Storage/Teamsters Local 760, Boeing/Machinest, UPS/Teamsters

**PROFESSIONAL
AFFILIATIONS**

National Academy of Arbitrators (NAA); Labor and Employment Relations Association (LERA)

FEES

Per Diem: \$1610 per day for hearing, study and writing time. Postponement and Cancellation: Once hearing date is agreed upon, one-half day per diem (per scheduled day of hearing) if thirty-one (31) calendar days or more notice is given; one day per diem (per scheduled day of hearing) if notice is received thirty (30) calendar days or less prior to hearing. Costs to be reimbursed include mileage, meals, lodging, secretarial fees, copying and postage. A complete fee statement is available upon request.