

Other:

- Instructor, University Graduate Program, ADR Certificate
Pier Review Board for Arbitrators/Mediators
- Facilitator for BLM/Oil and Gas Companies to drill on federal land

EDUCATIONAL BACKGROUND:

B.A., Communication, University of Utah, 1976.

Exec. Master, Management, University of Utah, 1987.

Other: Instructor – University of Utah, ADR Certificate Program, 1997-2002, Arbitration Section.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Administrative Law Judge, University of Nevada at Reno, 1984.

Certified Association Executive (CAE), American Society of Association Executives, 2004.

AVAILABILITY:

Grievance arbitration, Fact-finding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$800 per day, \$100 per hour.

Cancellation, etc. fees: \$100 - 14 days; \$400 – 7 days.

Travel/subsistence: Travel mileage expense when required more than 25 miles from downtown Seattle.

Other fees charged:



PUBLIC EMPLOYMENT RELATIONS COMMISSION
112 Henry Street NE, Suite 300, PO Box 40919, Olympia, WA 98504-0919 (360) 570-7300

**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Richard L. Ahearn

Current profession: Arbitrator and Mediator

Business address: 2212 Queen Anne Avenue N, # 509

City/State: Seattle, Washington Zip: 98109

Cell: (206) 755-0025 Information current as of: 05/2015

Email: rich@richahearnarb.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: Several dozen As interest arbitrator:
As mediator: Six (6) As fact-finder:

Employment with impartial labor relations administrative agencies:

National Labor Relations Board From: 9/1974 To: 12/2011
Capacity or position: Regional Director since 1987

Brief description of industries and issues dealt with:

Since mid 2012 I have continued my career as a neutral by serving as an arbitrator on a wide range of issues, including discipline, discharge, arbitrability and contract interpretation disputes. The issues have arisen in numerous disparate employment settings, including hospitals, public defenders' offices, warehouses, seagoing vessels and many others and under both traditional collective bargaining contracts and organizing agreements. I have also been engaged to mediate a variety of disputes, involving traditional collective bargaining, grievance mediation and matters that included represented but unrecognized employee groups. I have been appointed to several national and regional permanent panels jointly selected by management and labor and have issued dozens of opinions and awards involving discipline, contract interpretation and procedural issues arising under both collective bargaining agreement and organizing agreements.

EDUCATIONAL BACKGROUND

B.A., Economics, Columbia College, Columbia University
J.D., Northeastern University School of Law

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, State of Massachusetts, Admitted.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Fellow, The College of Labor and Employment Lawyers
American Bar Association, Labor and Employment Law Section and Dispute Resolution Section
Labor and Employment Relations Association (LERA)
Chair, 2012-2013, King County Bar Association, Labor & Employment Law Section
Chair, 2012, Pacific Coast Labor & Employment Law Conference
Trustee, King County Bar Association, Labor & Employment Law Section
King County Bar Association, Alternative Dispute Resolution Section

AVAILABILITY:

Grievance arbitration, Fact Finding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1,500 per day for in-person hearings analysis of evidence, study time and preparation of Opinion and Award, and for mediation sessions. Telephonic and other expedited hearings are charged at the rate of \$250 per hour, to a maximum of the per diem rate.

Cancellation fees: One-half day per scheduled day of hearing for matters cancelled between 30 and 15 days prior to start of scheduled hearing; one full day per scheduled day of hearing for matters cancelled 14 days or fewer prior to start of scheduled hearing.

Travel/subsistence charges: Travel time exceeding 3 hours one way on a day other than the scheduled arbitration or mediation may be charged at the rate of \$75.00 per hour.

Other fees charged: Telephone hearings at \$250 per hour. Actual cost of reasonable expenses is charged, including items such as airfare, car rental, food and lodging. Automobile mileage

is charged at IRS rate. Airfare will be charged at the lowest fully refundable fare for reasonably convenient flights at the time of purchase.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Jerome L. Arbiter

Current occupation or profession: Labor and Employment Neutral

Business address: 1712 Ailor Road, Deary, Idaho 83823

Business Phone: (208) 877-1369 Information updated: 4/2010
Cell Phone: (206) 669-7543
Fax: (208) 877-1369
E-mail: jarbiter@idaho.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 1 As interest arbitrator:
As mediator: As fact-finder:

Employment with impartial labor relations administrative agencies: None.

OTHER QUALIFYING EXPERIENCE:

US Equal Employment Opportunity Commission From: 2006 To: Present
Title or capacity: Mediator, drafted 8 arbitration awards

Alaska Airlines From: 9/99 To: 1/06
Title or capacity: Check Airman, Chief Pilot – responsibilities included dispute resolution, arbitration, administration of discipline in accordance with company policies and union collective bargaining agreement, and extensive fact finding.

Alaska Airlines From: 9/89 To: 9/99
Title or capacity: Line Pilot, Captain, Check Airman

U.S. Navy From: 1968 To: 1989
Title or capacity: Naval officer, aviator, with the rank of Commander (O-5). Squadron commander - responsible for operational and combat readiness; administration of discipline in accordance with the Uniform Code of Military Justice, including non-judicial punishment and courts martial.

EDUCATIONAL BACKGROUND:

BS, Civil Engineering, University of Colorado, 1968.

Other: Graduate of Federal Mediation and Conciliation Service Labor Arbitration and Mediation Training. Extensive Alaska Airlines training in Safety, Effective Business Practices, and Process Improvement. Extensive military training in leadership, management, military law, aviation safety, and tactics.

AVAILABILITY:

Grievance arbitration and Fact-finding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	A per diem rate of \$720 per day / \$90 per hour for travel, hearing and motions, review of record, research, and preparation of written decision and award, billed in one-half day increments. Hearings are billed with a one-day minimum charge.
Cancellation, etc. fees:	One-half day per scheduled day of hearing for matters cancelled more than fourteen days prior to start of scheduled hearing; one full day per scheduled day of hearing for matters cancelled fourteen days or fewer prior to start of hearing.
Travel/subsistence fees:	Reasonable expenses of travel, hotel, meals, parking, mileages, etc.
Other fees charged:	None.



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DISPUTE RESOLUTION PANEL
MEMBER INFORMATION

Name: Susan J. M. Bauman

Current profession: Arbitrator

Business address: 125 North Hamilton Street #407, Madison, Wisconsin 53703

Alternate address: 410 Franklin Street #15, Olympia, Washington 98501

Business Phone: (608) 257-2431 Information current as of: 2/2014
Cell Phone: (608) 576-6600
E-mail: sjmbauman@gmail.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 80 As interest arbitrator:
As mediator: 60 As fact-finder:

Employment with impartial labor relations administrative agencies:

Wisconsin Employment Relations Commission From: 6/2003 To: 5/2011
Capacity or position: Commissioner

Brief description of industries and issues dealt with:

Mainly public sector mediation of new and successor collective bargaining contracts; grievances involving discipline, discharge, contract interpretation. Reviewed staff attorney decisions upon appeal and all personnel appeals (state civil service cases including classification and discipline).

OTHER QUALIFYING EXPERIENCE:

Mayor of City of Madison From: 4/1997 To: 4/2003
Capacity or position: Advocacy

Attorney at Law From: 6/1981 To: 4/1997
Capacity or position: Advocacy

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Admitted to Bar, State of Wisconsin, 1981.
Admitted to Bar, Western District of Wisconsin, 1981.
Admitted to Bar, Eastern District of Wisconsin, 1985.
Admitted to Bar, Seventh Circuit Court of Appeals, 1983.

EDUCATIONAL BACKGROUND:

B.S., Chemistry, University of Wisconsin - Madison, 1965.
M.S., Chemistry, University of Chicago, 1966.
M.S., Industrial Relations, University of Wisconsin - Madison, 1981.
J.D., University of Wisconsin - Madison, 1981.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

State Bar of Wisconsin, Member since: June 1981.
Member, Board of Directors, Labor and Employment Section, State Bar Association of Labor Relations Agencies (Delegate and Executive Board),
Member: June 2003 – May 2011.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Fact-finding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1000 per 8-hour day, prorated after first 8 hours.
Cancellation/Postponement: \$500 if cancelled less than 30 days, \$1000 if less than 7 days unless rescheduled.
Travel/subsistence fees: Actual costs within state of Washington.
Other fees charged: None.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: David P. Beauvais

Current Profession: Arbitrator and Mediator

Business Address: 17515 Horace Street, Granada Hills, California 91344-4722

Second Business Address: 23406 29th Avenue West, Briar, Washington 98036

Business Phone: (818) 831-2318 Information current as of: 11/2012
Cell Phone: (818) 634-1511
E-mail: davebeauvais@verizon.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 26 As interest arbitrator:

As mediator: As fact-finder:

Employment with impartial labor relations administrative agencies:

United States Postal Service, Pacific Area From: 9/99 To: 10/04
Capacity or position: Labor Relations Specialist

United States Postal Service, Van Nuys District From: 11/91 To: 9/99
Capacity or position: Manager, Labor Relations (1997-1999); Labor Relations Specialist

Brief description of industries and issues dealt with:

Issues: Absenteeism, arbitrability, bargaining unit work, conduct, demotion, discipline (non-discharge), discipline (discharge), discrimination (age, disability, race, sex, religion, national origin), drug/alcohol offenses, fringe benefits, holidays, insurance, leave, FMLA leave, vacation, health/hospitalization, hiring practices, job performance, job posting/bidding, jurisdictional disputes, management rights, official time, past practices, promotion, retirement, safety/health conditions, seniority, sexual harassment, subcontracting/contracting out, tenure/reappointment, union security, wages (holiday pay, incentive pay, job classification and rates, merit pay, overtime pay, advance sick pay, work hours/schedules/assignments), working conditions/work orders, violence or threats (includes advocacy experience).

Industries: Agriculture, communications, education, health care, hospital/nursing homes, mail processing, office workers/clerical, police and fire, prison guard, transportation, and utilities.

EDUCATIONAL BACKGROUND:

A.A., Education/Economics, Valley College, 1978.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Certificate in Mediation Skills, Cornell University, 1996.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

LERA, Southern California, Orange County and Northwest chapters.

AVAILABILITY:

Grievance arbitration, Fact-finding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	The per diem fee is \$1040 per day for hearing. A hearing day is any portion of a day up to eight hours. Actual time for research and preparation of the award is prorated.
Cancellation fees:	If a scheduled hearing is postponed or canceled with less than twenty-one (21) calendar days notices, the per diem fee for each scheduled day of hearing will be charged to the appropriate parties.
Travel/subsistence fees:	A prorated per diem fee applies for any portion of a travel day up to eight hours.
Other fees charged:	Arbitrator charges actual cost of reasonable and customary expenses, including airfare, train, car rental/other transportation costs, food and lodging. If privately owned vehicle is used to commute, mileage of fifty (50) cents per mile is charged (rates effective 1/1/2013).



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: David M. Blair

Current profession: Attorney/Arbitrator/Mediator

Business address: 16103 SW 1st Street

City/State: Sherwood, Oregon Zip: 97140

Business Phone: (503) 655-7199, Ext. 1 Information current as of: 4/2014
FAX: (503) 655-7169
E-mail: blair@bvlawfirm.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 34

As interest arbitrator: 2

As mediator:

As factfinder:

Industries: Communications, Education, Health Care, Hospital/Nursing Home, Police and Fire, Emergency Services, Correctional Institutions/Prisons, Stone/Quarry, Mining, Transportation, Steel Mills, Water Control and Electrical Generation, Utilities, Newspaper, Community College, Public School District, City, County and Federal Government.

Issues: Arbitrability, Bargaining Unit Work, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Job Performance, Job Posting/Bidding, Layoffs/Bumping/Recall, Management Rights, Past Practices, Seniority, Contracting Out, Wages, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Contract Interpretation, and Interest Arbitration.

OTHER QUALIFYING EXPERIENCE:

David M. Blair, Attorney at Law From: 2002 To: Present.
Title or capacity: Attorney / Arbitrator

Oregon Health & Sciences University (OHSU) From: 1993 To: 2002.
Title or capacity: Director of Labor and Employee Relations

Labor and Employment Law From: 1992 To: 1993.
Title or capacity: Sole Practitioner

United Food & Commercial Workers, Local 555 From: 1990 To: 1992.
Title or capacity: Director of Professional Health Care Services

<u>Oregon Nurses Association</u>	From: <u>1981</u> To: <u>1990</u> .
<hr/>	
Title or capacity: <u>Labor Relations Representative</u>	

<u>Blair Services, Inc.</u>	From: <u>1975</u> To: <u>1981</u> .
<hr/>	
Title or capacity: <u>President/Labor Relations Consultant</u>	

EDUCATIONAL BACKGROUND:

J.D., Northwestern School of Law, Lewis & Clark College, 1986.
B.S., Western Oregon University, 1975.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, Admitted to Bar, State of Oregon, 1987.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Oregon State Bar Association, Labor Law Section, Member since: 1987.
Oregon Chapter, Labor and Employment Relations Association, Member since: 1999.

AVAILABILITY:

Grievance arbitration, Factfinding.
Constraints on availability: None.

CURRENT FEES:

Arbitration & Factfinding: \$1200 per day (includes travel time, study, research and writing), plus reasonable travel costs and expenses. Significant travel expenses may be required in advance as noted below.

Mediation and Facilitation: \$200 per hour (includes preparation, travel and contact time), plus travel costs and expenses.

Cancellation/Postponement: One day's fee if notice of cancellation or postponement is received 30 or more days prior to hearing. Notice of cancellation or postponement within 30 days of the hearing will be assessed per diem fee for each scheduled hearing day. The parties shall also be responsible for all non-refundable and customary expenses incurred by the arbitrator on behalf of the parties.

Advance Travel Payments: The arbitrator reserves the right to require advance travel payments from the parties where the assignment requires significant travel commitments and the necessity to arrange for such travel in a timely manner in order to secure favorable travel costs.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Katrina Boedecker

Current profession: Arbitrator

Business address: 220 Alderwood Drive

City/State: Chehalis, Washington Zip: 98532

Telephone: (360) 748-9392 Information current as of: 06/2015
Cell Phone: (360) 402-8484
Email: Boedecker4@comcast.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 450+ As interest arbitrator: 22
As mediator: 475 As fact-finder: 2

Employment with impartial labor relations administrative agencies:

Washington Public Employment Relations Commission From: 10/78 To: 1/2012.
Capacity or position: Labor Relations Adjudicator/Mediator II

Brief description of industries and issues dealt with:

Industries – Public Sector: School districts, colleges, police, fire, state patrol, courthouse, county, and state agencies.

Industries – Private Sector: Mining, chemical, retail, hospital, grocery, UPS, bakery, meat packing, trucking, telecommunications, and refuse.

Issues: Arbitrability, just cause, promotion, demotion, overtime, lay off, and workplace violence, seniority, assignments, wage schedules, and leave.

EDUCATIONAL BACKGROUND:

B.A., Honors College, Michigan State University, 1975, Phi Beta Kappa.
J.D., Labor Concentration, University of Wisconsin Law School, 1978.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, State of Wisconsin, Admitted to bar: 1978.
Federal Bar of Western Wisconsin, Admitted: 1978.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Factfinding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1600 per diem; \$250 hourly.

Cancellation fees: One-half daily rate if notified before two business weeks of scheduled date. Full per diem if notified of cancellation within two business weeks of scheduled hearing.

Travel/subsistence charges: As incurred.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Carl C. Bosland

Current occupation
or profession: Arbitrator, Mediator, Fact-finder

Business address: 1390 Ash Street, Denver, Colorado 80220

Secondary address: 1601 Lind Avenue SW, Renton, Washington 98047

Business Phone: (720) 560-2207 Information updated: 7/2010
FAX: (303) 320-9388
E-mail: carlcbosland@msn.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 218 As interest arbitrator: 0
As mediator: 0 As fact-finder: 7

Employment with impartial labor relations administrative agencies: None.

OTHER QUALIFYING EXPERIENCE:

U.S. Postal Service From: 4/1999 To: 5/2002
Title or capacity: Deputy Managing Counsel, Denver

U.S. Postal Service From: 1/1991 To: 4/1999
Title or capacity: Attorney

EDUCATIONAL BACKGROUND:

LLM, New York University School of Law (Labor Law), 1990.
J.D., Fordham University School of Law, 1986.
B.A., Hobart College (Political Science), 1983.
University of Utah, Conflict Resolution Certificate Program, 1999:
Recipient, Outstanding Mediator Award
Negotiari Cum Vis (Power Negotiator) Award

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, Admitted to bar, State of New Jersey, 1968.
Attorney, Admitted to bar, State of New York, 1991.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators, Member since: 2009.
Labor and Employee Relations Association, Member since: 2002.
International Public Management Association for Human Resources, Member since: 2002.
American Arbitration Association.
New Jersey Bar Association.
New York Bar Association.

AVAILABILITY:

Grievance arbitration and Fact-finding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$990 per day.
Cancellation, etc. fees:	Per diem charged for each scheduled day where cancellation has not been received more than 30 calendar days in advance; for 2 or more consecutive days – more than 60 calendar days in advance of the first scheduled day, plus any fees for cancellation of flights or hotel rooms.
Travel/subsistence fees:	Reasonable coach airfare, rental car, lodging, parking, tolls, mileage, rental car gas, food, and taxi.
Other fees charged:	Travel time – ½ day per diem up to 4 hours; one full day per diem for travel over 4 hours.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Jack H. Calhoun

Current profession: Arbitrator/Mediator/Factfinder

Business address: 556 Hillside Street, Helena, Montana 59601

Business Phone: (406) 442-7059 Information current as of: 12/2012
Fax: (406) 442-4411
E-Mail: facjhc@aol.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 190

As interest arbitrator: 9

As mediator: 148

As factfinder: 85

Employment with impartial labor relations administrative agencies:

Montana Board of Personnel Appeals From: 5/77 To: 8/91
Capacity or position: Arbitrator/Mediator

Brief description of industries and issues dealt with:

Issues: Arbitrability, alcohol and drug abuse, bargaining unit work, work-assign, discharge, discipline, health and welfare, holidays and holiday pay, job class, job evaluation jurisdiction, layoff, bumping and recall, management rights, mergers, consol., contract terms, overtime, past practice, RIF, scheduling of work, seniority, strike or lockout, subcontracting, transfer, union bus, work performance, COLA, contracting out, fair share fee, insubordination, promotions, reassignment, sick leave.

Industries: Communications, distillery, education, food, health care, hotel/restaurant, local government, organization, petroleum, police and fire, print and publishing, public sector grievance, public sector interest, retail stores, transportation, utilities, clerical.

OTHER QUALIFYING EXPERIENCE:

Missoula City - County (Montana) From: 11/70 To: 3/77.
Title or capacity: Personnel Director

EDUCATIONAL BACKGROUND:

B.A., Economics, San Diego State University, 1962.
California Western University School of Law, 1962-1964.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

American Arbitration Association.
Industrial Relations Research Association, Member since: 1982.
Society of Professionals in Dispute Resolution.
Federal Mediation and Conciliation Service.

AVAILABILITY:

Grievance arbitration, interest arbitration, factfinding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$1000 per day
Cancellation, etc. fees:	\$1000 once hearing date is confirmed, unless 30-day notice is received.
Travel/subsistence fees:	Actual cost of travel, food, lodging.
Other fees charged:	Clerical, telephone, related.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: John M. Caraway

Current profession: Arbitrator

Business address: 1255 29th Court NW

City/State: Salem, Oregon Zip: 97304

Business Phone: (503) 364-6788 Information current as of: 3/2013

Email: johnMcaraway@comcast.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 600+ As interest arbitrator: 30+ As fact-finder: 18

Employment with impartial labor relations administrative agencies:

California State Mediation/Conciliation Service From: 1978 To: 1994
Capacity or position: Conciliator

Los Angeles County Employee Relations Commission From: 1976 To: 1978
Capacity or position: Executive Director

Brief description of industries and issues dealt with:

Industries:

Public sector – State, local and municipal government employees, including police, fire utilities, health care and education.

Private sector – Aerospace, bakery, warehouse, dairy, manufacturing and fabrication, hospitals, office workers, and others.

Issues: Broad range of both interest and rights disputes.

OTHER QUALIFYING EXPERIENCE:

County of Los Angeles, CAO/Personnel Dept Employee Relations Div From: 1972 To: 1975
Title or capacity: Personnel Analyst, ER research and bargaining representative, ERCOM Rep.

Service Employees International Union, AFL-CIO From: 1969 To: 1972
Title or capacity: Field Representative and Regional Manager, Local 535

EDUCATIONAL BACKGROUND:

B.A., English/Philosophy/Sociology, Cal State Los Angeles, 1968.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Labor-Management Relations, UCLA, 1972.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

American Arbitration Association, Member since: 1995.

Oregon Chapter, Labor and Employment Relations Association, Member since: 2013.

AVAILABILITY:

Grievance arbitration.

Constraints on availability: None.

CURRENT FEES:

<u>Hourly or per diem rate:</u>	\$1600 per diem for any day or part of a day of hearing, study and decision preparation.
<u>Cancellation, etc. fees:</u>	\$1600 for any day(s) cancelled or postponed for any reason 21 days or less prior to the date(s) scheduled.
<u>Travel/subsistence charges:</u>	Per diem applies to travel time, travel expenses and room at cost.
<u>Other fees charged:</u>	



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Michael E. Cavanaugh

Current profession: Arbitrator and Mediator

Business address: 1004 Commercial Avenue #369

City/State: Anacortes, Washington Zip: 98221

Business Phone: (206) 200-1935 Information current as of: 4/2014
Fax: (360) 588-9906

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 500+ As interest arbitrator: 15+
As mediator: 175+ As fact-finder: 0

Employment with impartial labor relations administrative Agencies: None.

OTHER QUALIFYING EXPERIENCE:

Bogle & Gates From: 6/85 To: 5/97.
Title or capacity: Partner/Member (Advocate)

Preston Thorgrimson From: 4/81 To: 4/85.
Title or capacity: Partner (Advocate)

Bogle & Gates From: 11/77 To: 4/81.
Title or capacity: Associate (Advocate)

U.S. Court of Appeals, Ninth Circuit From: 1976 To: 1977.
Title or capacity: Staff Attorney (Labor Law Emphasis)

EDUCATIONAL BACKGROUND:

J.D., Law, University of Washington, 1976.
A.B., English Literature, University of California (Berkeley), 1973.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, State of Washington, Admitted to bar: 1976.
Mediation, Certificate in Mediation Skills, University of Washington Law School
Foundation, 1994.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators, Member since: 2005.
Association for Conflict Resolution, Member since: 1997.
LERA, Member since: 1999.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Fact-finding, Mediation.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$1,800 per day [\$2000 eff. 10/1/14] for travel, hearing, review of record, research, and preparation of written decision and award, billed in one-half day increments. One day minimum charge for hearing.
Cancellation, etc. fees:	One-half day per scheduled day of hearing for matters canceled more than 14 days prior to scheduled hearing; one full day per scheduled day of hearing for matters canceled 14 days or fewer prior to hearing.
Other fees charged:	Reimbursement of reasonable expenses of travel, hotel, meals, parking, mileage, etc.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Shawn Patrick Cloughesy

Current profession: Arbitrator, Administrative Law Judge

Business address: 2203 Alameda Avenue

City/State: Davis, California Zip: 95616

Business Phone: (530) 756-8613
Cell: (530) 902-3917 Information current as of: 4/2014
Email: cloughesyarbitration@gmail.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 2 As interest arbitrator:
As mediator: As fact-finder:

Employment with impartial labor relations administrative agencies:

California Public Employment Relations Board From: 6/2011 To: Present
Capacity or position: Chief Administrative Law Judge

California State Public Employment Relations Board From: 8/2007 To: 6/2011
Capacity or position: Administrative Law Judge

Industries: California school districts, California state agencies, California cities and counties, and California state universities and community colleges.

Issues: Disciplinary legal causes presided over—absenteeism, addiction to the use of controlled substances, conflict of interest, conviction of felony or misdemeanor with moral turpitude, dishonesty, drug testing, drunkenness on duty, incompetence, inefficiency, inexcusable neglect of duty, insubordination, misuse of state property, off-duty misconduct, sexual harassment, and willful disobedience. Penalties ranging from reprimands to dismissals. Due process issues such as adequacy of charging document, impartiality of pre-disciplinary hearing officer, exclusionary rule and the California Public Safety Officers Procedural Bill of Rights.

OTHER QUALIFYING EXPERIENCE:

California Correctional Peace Officers Association From: 7/86 To: 8/94
Title or capacity: Supervising Attorney/Attorney

EDUCATIONAL BACKGROUND:

J.D., McGeorge School of Law, University of the Pacific, 1985.
B.A., Political Science, University of California, Davis, 1981.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Admitted to Practice as Member of the California State Bar, 1986.
Admitted to Practice as Member of the Federal District Court, 1986.

AVAILABILITY:

Grievance arbitration, Fact-finding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$1400 per day for each scheduled day of hearing and for research, preparation, and writing of the opinion..
Cancellation, etc. fees:	Cancellation fee of \$1400 is charged for each day of hearing that is cancelled or postponed fewer than 14 calendar days in advance of the scheduled hearing.
Travel/subsistence fees:	Travel time is charged from Seattle. Flight, lodging, rental car, and gasoline reimbursed. Mileage at federal government rate to be reimbursed when using private vehicle.
Other fees charged:	The parties are expected to make arrangements for a court reporter and are directly responsible for the costs associated with that service. In the alternative, the arbitrator will digitally record the proceedings and have the matter transcribed via contract transcriber and paid by the parties.



PUBLIC EMPLOYMENT RELATIONS COMMISSION
112 Henry Street NE, Suite 300, P.O. Box 40919, Olympia, WA 98504-0919 (360) 570-7300

DISPUTE RESOLUTION PANEL
MEMBER INFORMATION

Name: Michael E. de Grasse

Current profession: Arbitrator and Lawyer

Business address: 59 South Palouse Street, P. O. Box 494

City/State: Walla Walla, Washington Zip: 99362

Business Phone: (509) 522-2004 Information current as of: 4/2015
Fax: (509) 529-1226
Email: michael@mdegrasselaw.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 160+ As interest arbitrator: 2
As mediator: 4 As fact-finder: 1

Brief description of industries and issues dealt with:

Issues: Contract terms; contract interpretation; discharge and discipline; strike or lockout; vacations and vacation pay; fringe benefits; management rights; arbitrability of grievance; job evaluation; work assignment; layoff, bumping and recalls; holidays and holiday pay; scheduling of work; reporting, call-in and call-back pay; scope of agreement; working conditions, severance pay; discrimination; and agency fee disputes.

Industries: Manufacturing, petroleum, transportation, public sector (county employees, school employees and police), retail, health care, construction, aluminum, steel, food processing, wholesaling, fire fighters, municipal employees, food service, hotels, electric utilities, entertainment, and mining.

EDUCATIONAL BACKGROUND:

J.D., Law, University of Washington, 1974.
B.A., Philosophy, Whitman College, 1969.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Lawyer, Bar of State of Washington, Supreme Court of Washington, 1974.

OTHER QUALIFYING EXPERIENCE:

Organization Resources Counselors, Inc. From: 1/70 To: 4/70.
Title or capacity: Staff assistant

Washington State University From: 10/70 To: 12/70.
Title or capacity: Research assistant

Hafer, Cassidy and Price From: 4/72 To: 5/74.
Title or capacity: Legal intern

Critchlow and Williams From: 8/74 To: 3/82.
Title or capacity: Associate and partner

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

American Bar Association, Member since: 1983.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Fact-finding, Mediation.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$900 per diem.

Cancellation, etc. fees: If notified of a cancellation or postponement on or after the 10th business day before travel of the arbitrator begins, a fee will be charged equal to the number of days blocked for travel and hearing, together with any nonrefundable expenses.

Travel/subsistence fees: Travel charged at the per diem rate. Also charged are reasonable expenses of travel, meals and lodging.



PUBLIC EMPLOYMENT RELATIONS COMMISSION
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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Fredric R. Dichter

Current profession: Arbitrator (1993 – Present)

Business address: 27013 Pacific Highway South #284

City/State: Des Moines, Washington Zip: 98198-9250

Business Phone: (877) 289-0984 Information current as of: 6/2014

Email: fdichter@naarb.org

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 1000
As mediator: 90

As interest arbitrator: 100
(IL, OR, WI, IA, MN)

Employment with impartial labor relations administrative agencies:

New York State Labor Relations Board From: 6/72 To: 12/75
Capacity or position: Clerk to board members

Public Sector Experience:

Grievance and/or Interest Arbitration for States (including WA), Local Government,
Public Utilities and Public Transportation.

Brief description of industries and issues dealt with:

Industries: Airlines, Utilities, Construction, Dairy, Manufacturing, Retail, Federal Sector,
Trucking.

Issues: Absenteeism, ALC & drug abuse, arbitrability, assignment of work, demotion, discharge,
discipline, discrimination, health and welfare, holiday/holiday pay, incentive rates/standards job
class, job evaluation, job posting/bidding, jurisdiction, layoff, bumping/recall, management
rights new/reopened contract terms, overtime, past practices, pensions, rate of pay, RIF,
reporting, call-in call-back, safety, scheduling of work, seniority, severance pay, strike/lockout
settlement problems, subcontract, successor, training, transfer, vacation/vacation pay, COLA,
insubordination, leave of absence, merit pay, official time, other fringe benefits, performance
appraisals, promotions, reassignment, shift hours, sick leave, wages, sexual harassment, pension
claims, trustee deadlocks, benefit denials.

OTHER QUALIFYING EXPERIENCE:

<u>Teamsters Local 959, Anchorage, AK</u>	From: <u>1977</u> To: <u>1979</u>
<u>Title or position: Associate General Counsel</u>	
<u>Law Office of Fredric R. Dichter, Anchorage, AK</u>	From: <u>1979</u> To: <u>1991</u>
<u>Title or position: Attorney at Law</u>	
<u>Brigden & Petajan, S.C., Milwaukee, Wisconsin</u>	From: <u>1991</u> To: <u>1993</u>
<u>Title or position: Attorney at Law</u>	
<u>Marquette University</u>	From: <u>1993</u> To: <u>7/77</u>
<u>Position: Adjunct Professor, Labor History</u>	

EDUCATIONAL BACKGROUND:

B.S., Business Administration, Boston University, 1968.
 J.D., St. John's University School of Law, 1971.
 LLM, Labor Law, New York University School of Law, 1972.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators.
 American Bar Association, Labor & Employment Law Section, ADR Committee.
 Labor and Employment Relations Association (formerly IRRA).

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Admitted to bar, States of Alaska, Wisconsin, Illinois, New York and Utah.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Factfinding.
 Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$1400.
Cancellation Charge:	One day per diem per each day scheduled if postponed by either party within 30 days of hearing date. One-half day per diem if postponed by either party 31 days or more before the hearing date.
Postponement Charge:	One day per diem per each day scheduled if postponed by either party within 30 days of hearing date. One-half day per diem if postponed by either party 31-90 days before the hearing date. No charge until hearing date set.
Additional Charges:	Expenses as incurred.



PUBLIC EMPLOYMENT RELATIONS COMMISSION
112 Henry Street NE, Suite 300, PO Box 40919, Olympia, WA 98504-0919 (360) 570-7300

**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Andrea Laiacona Dooley

Current profession: Self Employed

Business address: 5111 Telegraph Ave., #273

City/State: Oakland, California Zip: 94609

Cell Phone: (510) 719-3089 Information current as of: 07/2015

Email: andrea@dooleyarb.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 1 As interest arbitrator: 0
As mediator: 0 As fact-finder: 1

Employment with impartial labor relations administrative agencies:

California State Mediation and Conciliation Service From: 7/2014 To: Current
Capacity or position: _____

California State University and California Faculty Association Grievance Panel
From: 3/2015 To: Current Capacity or position: _____

California Public Employment Relations Board From: 7/2014 To: Current
Capacity or position: _____

Brief description of industries and issues dealt with:

Issues:

Industries:

OTHER QUALIFYING EXPERIENCE:

Kaiser Foundation Health Plan From: 08/11 To: 03/14
Title or capacity: Safety Leader

Coalition of Kaiser Permanente Unions From: 03/09 To: 08/11
Title or capacity: National Coordinator

Weinberg, Roger & Rosenfeld From: 09/00 To: 12/08
Title or capacity: Attorney/Partner

EDUCATIONAL BACKGROUND:

J.D., Chicago-Kent College of Law, 2000.
M.A., Divinity School, University of Chicago, 1996.
B.A., Religion and the Humanities, University of Chicago, 1996.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, California State Bar, Admitted to bar: Nov, 2000.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

California Bar Association, Member since: 2000
Bar Association of San Francisco, Member since: 2014

AVAILABILITY:

Grievance arbitration, Factfinding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1800 per diem

Cancellation fees:

- Parties must pay full per diem rate if hearing is cancelled less than 14 days before hearing.

Travel outside the Seattle metropolitan area:

- Parties are responsible for all travel expenses and costs and travel time over 2 hours is charged at an hourly rate of \$225 per hour.



PUBLIC EMPLOYMENT RELATIONS COMMISSION
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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Mark Downing

Current or profession: Arbitrator

Business address: 10712 Tracie Ct SW

City/State: Olympia, WA Zip: 98512

Business Phone: 360-352-9180
Cell: 360-485-5828 Information current as of: 5/2015
Email: downing.arb@gmail.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 60 As interest arbitrator: 2 As fact-finder: 0

Employment with impartial labor relations administrative agencies:

Agency: Washington Public Employment Relations Commission From: 07/1986 To: 04/2015
Position: Adjudicator/Mediator, Director of Administration, Unfair Labor Practice Manager, and Field Services Manager.

Issues and Industries dealt with:

Industries: Public Sector [City, County, State, School District, Fire District, Federal, Transit, Hospital, Higher Education]. Private Sector [Automotive, Food Processing/Service, Mining, Organizations, Telecommunications, Transit, Utilities].

Issues: Absenteeism, Alcohol/Drug Abuse, Arbitrability, Call Back, Contract Interpretation, Discipline, Discharge, Discrimination, Incentive Pay, Insurance, Job Evaluation, Job Performance, Job Posting/Bidding, Layoff/Recall, Leave, Management Rights, New or Reopened Contract Terms, Overtime, Past Practice, Promotions, Reclassification, Safety, Scheduling of Work, Seniority, Subcontracting, Training, Transfer, Wages, Work Performance, Working Conditions.

OTHER QUALIFYING EXPERIENCE:

Teamsters, Local 763 From: 1981 To: 1986.
Title or capacity: Business Representative

Public School Employees of Washington From: 1980 To: 1981.
Title or capacity: Business Representative

EDUCATIONAL BACKGROUND:

J.D., University of Toledo, Law 1975.
B.A, Indiana University, Sociology, 1972.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney at Law, State of Washington, 1980
Attorney at Law, State of Idaho, 1977
Attorney at Law, State of Michigan, 1975

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

Labor and Employment Relations Association, Since 1996

AVAILABILITY:

Grievance arbitration, Interest Arbitration and Fact-finding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1400/day (8 hours) for hearing, study, writing and travel.
Study, writing, and travel time prorated.

Cancellation, etc. fees: \$700 for each scheduled day cancelled or postponed more than 14 days prior to start of hearing. \$1400 for each scheduled day cancelled or postponed 14 days or fewer prior to start of hearing.

Travel/subsistence: Actual costs for transportation, meals, lodging. Mileage billed at IRS rate.

Other Fees Charged: None



PUBLIC EMPLOYMENT RELATIONS COMMISSION
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DISPUTE RESOLUTION PANEL
MEMBER INFORMATION

Name: Joseph W. Duffy

Current profession: Arbitrator

Business address: P. O. Box 12217

City/State: Seattle, Washington Zip: 98102-0217

Business Phone: (206) 328-2472 Information current as of: 4/2014
FAX: (206) 322-7051
E-mail: jw.duffy@comcast.net
Website: www.duffyadr.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 300+ As interest arbitrator:

As mediator: 10 As factfinder:

Employment with impartial labor relations administrative agencies:

Washington State Public Employment Relations Commission From: 1995 To: 2004
Capacity or position: Commissioner

Industries: Broadcasting, college faculty (community college and four-year), communications, construction, electrical utilities, fire fighting, food processing, government (city, county, federal, health care, high technology, hotel & restaurant, manufacturing, maritime, metal working, mining, newspaper, nuclear energy, package delivery, oil refining, police, postal service, public transit, railroad, retail grocery, school districts, shipyards, telephone, truck manufacturing, trucking, warehousing.

Issues: Arbitrability, attendance, bargaining unit work, benefits, compensation, contract interpretation, contracting out, demotion, discipline and discharge, hazard pay, hiring practices, holiday pay, incompetence, job classification, layoff, off-duty misconduct, overtime, premium pay, scheduling, seniority, sexual harassment, vacation, work assignment.

OTHER QUALIFYING EXPERIENCE:

<u>Labor Arbitrator</u>	From: <u>1993</u> To: <u>Present</u>
<hr/> Title or position: <u>Self-employed</u> <hr/>	
<u>University of Washington School of Business</u>	From: <u>1996</u> To: <u>1999</u>
<hr/> Title or position: <u>Lecturer</u> <hr/>	
<u>King Broadcasting Company</u>	From: <u>2/77</u> To: <u>2/92</u>
<hr/> Title or position: <u>Vice-President of Employee Relations</u> <hr/>	

EDUCATIONAL BACKGROUND:

J.D., Seattle University Law School, 1976.
M.P.A., Public Affairs, University of Washington, 1969.
B.A., Government, Columbia, 1967.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, Admitted to Bar, State of Washington, 1976.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Washington State Bar Association, Member since: 1976.
National Academy of Arbitrators, Member since: 2001.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Factfinding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$1600 per day for labor arbitration hearings and study time, plus reasonable travel expenses for travel outside the Seattle area.
Cancellation, etc. fees:	\$1600 per scheduled day (30 days notice).
Travel/subsistence fees:	As incurred.
Other fees charged:	None listed.



PUBLIC EMPLOYMENT RELATIONS COMMISSION
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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Eduardo Escamilla

Current profession: Attorney/Arbitrator

Business address: 5773 SW Orleans Street

City/State: Seattle, Washington Zip: 98116

Business Phone: (206) 932-3163 Information current as of: 3/2011

Email: eescamilla@comcast.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 170+ As interest arbitrator:

As mediator: As fact-finder:

Employment with impartial labor relations administrative agencies:

National Labor Relations Board From: 1977 To: 1997
Capacity or position: Deputy Regional Attorney (1993-1997); Supervisory Attorney
(1990-1993); Trial Attorney (1977-1990)

Brief description of industries and issues dealt with:

Issues: In depth knowledge of employment and labor cases obtained through 20 years experience with the National Labor Relations Board and through current arbitration practice. Familiar with contract interpretation, arbitrability issues, employee discipline/discharge, subcontracting issues, strike issues, zipper clauses, management rights clauses, mid-term modification of contract, absenteeism, disability, race/national origin discrimination, bonus, holidays, leave, hiring practice, job performance, job posting/bidding, layoff/bumping, seniority, holiday pay, job classification, interest arbitration, and other relevant contractual issues. Familiar with other statutes affecting employment such as EEO, ADA and OSHA.

Industries: Federal agencies; state and local government; power plants; construction industry; health institutions.

EDUCATIONAL BACKGROUND:

J.D., Law, University of Houston, 1976.
B.A., Political Science, University of Texas at Pan American, 1973.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, Washington State Bar Association, Admitted: 1998.
Attorney, Texas State Bar Association, Admitted: 1976.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Texas State Bar Association, Member since: 1976.
Washington State Bar Association, Member since: 1998.

AVAILABILITY:

Grievance arbitration, Fact-finding, Interest arbitration.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$900 per day for any portion of the day up to 8 hours.

Research writing: \$125 per hour.

Cancellation, etc. fees: If scheduled hearing is cancelled with notice of less than 30 calendar days, the cancellation fee is ½ per diem for each scheduled hearing day; if notice is less than 14 days, the cancellation fee is 1 day per diem.

Travel/subsistence fees: If travel is incurred the day before or after the scheduled hearing day(s), travel fee is ½ per diem.

Other fees charged: Actual costs of reasonable expenses, including airfare, car rental, food, and lodging. Automobile mileage is charged at the applicable Federal expense rate.



PUBLIC EMPLOYMENT RELATIONS COMMISSION
112 Henry Street NE, Suite 300, PO Box 40919, Olympia, WA 98504-0919 (360) 570-7300

DISPUTE RESOLUTION PANEL
MEMBER INFORMATION

Name: Dorothy A. Fallon

Current profession: Arbitrator – Mediator

Business address: 8406 Koosaw Lane South

City/State: Salem, Oregon Zip: 97306

Business Phone/Cell: (914) 806-1653 Information current as of: 12/2012
Fax: (503) 589-9316
E-mail: fallon132@gmail.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 50+ As interest arbitrator: 10
As mediator: 200+ As fact-finder: 2

Employment with impartial labor relations administrative agencies: None.

Brief description of industries and issues dealt with:

Industries: Beverage, communications, construction, education from elementary through college level, health care/hospital/nursing home, hotels, administrative, printing and publishing, retail, newspapers, manufacturing, public sector highway, recreation, police and fire.

Issues: Arbitrability, absenteeism, conduct, discipline including discharge, fringe benefits (holidays, insurance, vacation, health/hospitalization), job performance, layoffs/bumping/recalls, management rights, safety/health conditions, wages (cost-of-living pay, holiday pay, job classification and rates, merit pay, vacation pay), violence, insubordination, theft, transfer, sleeping on the job, policy violations, contract interpretation, reduction in force, other terms and conditions, Title VII violations.

EDUCATIONAL BACKGROUND:

- MA, Industrial & Labor Relations, Cornell University, 2007.
- BS, Food Marketing, St. Joseph's University, 1976.

- Cornell University/New York State School of Industrial and Labor Relations Certificate Program in Workplace Conflict Management and Alternative Dispute Resolution.
- New York State Bar Association Committee on Labor Arbitration and Collective Bargaining Arbitrator Mentoring Program.

OTHER QUALIFYING EXPERIENCE:

Supermarkets General Corp. d/b/a Pathmark From: 12/71 To: 6/84.
Title or capacity: Director of Human Resources & Labor Relations

Bedford Central School District From: 7/97 To: 6/03.
Title or capacity: Board Member (6 yrs) and President (3 yrs)

Small Claims Court Mediator, Marion County, Oregon From: 2/07 To: Present.
Title or capacity: Mediator

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Labor and Employment Relations Association, member since 2004.
American Bar Association (Associate Member), member since 2007.
Association for Conflict Resolution, member since 2006.
Oregon Mediation Association, member since 2006.

AVAILABILITY:

Grievance arbitration, Fact-finding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1,100 per hearing and study day which includes research and preparation of the opinion and award. Study time will be prorated.

Cancellation, etc. fees: Full per diem fee charged with less than 3 weeks notice prior to hearing date(s) for cancellations or postponements that cannot be rescheduled.

Travel/subsistence fees: Actual expenses for travel, food, car rental, and lodging. Mileage/tolls for local travel at applicable IRS expense rate.

Other: Will charge actual expenses for copying, postage/handling, etc.

EDUCATIONAL BACKGROUND:

B.A., Economics/Philosophy, Seattle University, 1965.
A.A., Political Science/Economics, Everett Community College, 1962.
Labor Law Courses, University of Utah, 1966.
Other: FMCS 2002 "Conflict Management".
FMCS 2003 "Being an Arbitrator".

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

American Society of Personnel Administration, Member since: 1965.
Labor and Employment Relations Association, Member since: 1980.
Pacific Northwest Personnel Management Association, Member since: 1965.

AVAILABILITY:

Grievance arbitration, Fact-finding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$800 per day plus expenses.
Cancellation, etc. fees:	30 days or less: ½ of daily fee; 14 days or less: one complete daily fee.
Travel/subsistence fees:	Appropriate direct costs only.
Other fees charged:	As appropriate.



PUBLIC EMPLOYMENT RELATIONS COMMISSION

112 Henry Street NE, Suite 300, PO Box 40919, Olympia, WA 98504-0919 (360) 570-7300

DISPUTE RESOLUTION PANEL MEMBER INFORMATION

Name: Elizabeth Ford

Current profession: Professor, Attorney, Arbitrator

Business address: Seattle University School of Law, 1215 E. Columbia

Seattle, Washington 98122

Business Phone: (206) 579-1951 Information updated: 8/2015

E-mail: EGFord@gmail.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 30

As interest arbitrator: 3

As mediator: 30

As fact-finder: 6

Employment with impartial labor relations administrative agencies: None.

OTHER QUALIFYING EXPERIENCE:

Seattle University School of Law From: 2006-2010 ; 2013-Present
Title or capacity: Visiting Professor

University of Washington School of Law From: 7/10 To: 8/13
Title or capacity: Assistant Dean

King County From: 2008 To: 2010
Title or capacity: Director of Labor Relations

Service Employees International Union/UW From: 2006 To: 7/10
Title or capacity: Classification Hearing Officer

Marine Employees' Commission From: 1/05 To: 1/2008
Title or capacity: Commissioner

City of Seattle Civil Service Commission From: 2002 To: 2005
Title or capacity: Commissioner

Washington State Nurses Association From: 2001 To: 2006
Title or capacity: Director of Labor Relations

Schwerin Campbell Barnard
Title or capacity: Attorney

From: 1993 To: 2001

Brief description of industries and issues dealt with:

Industries: Healthcare, manufacturing, refining, maritime, transportation, public sector, education, hotel/restaurant, retail.

Issues: Discipline/discharge, hours of work, seniority, penalty pay, benefits, classification, wage disputes, arbitrability, vacation, sick leave, promotions/transfer.

EDUCATIONAL BACKGROUND:

BA, Mount Holyoke College, 1986.
JD, Northeastern University School of Law, 1992.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Washington State Bar Association, Member since: 1992.
King County Bar Association, Member since: 1992.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Fact-finding.
Constraints on availability: None.

CURRENT FEES:

- Hourly or per diem rate: A per diem rate of \$1100 is charged for hearing, research and writing. A hearing day is any portion of a calendar day up to eight consecutive hours. If the day's hearing exceeds eight hours, an additional prorated charge shall be made at the per diem rate for the time period in excess of eight hours.
- Cancellation, etc. fees: A cancellation of one per diem shall be charged for any case cancelled within two calendar weeks of the scheduled commencement of the arbitration hearing. No cancellation fee will ultimately be charged if the case is rescheduled for hearing within two calendar weeks.
- Travel/subsistence fees: Travel time in excess of two hours will be charged at ½ the per diem rate.
- Other fees charged: Actual costs of reasonable expenses including airfare, car rental, food and lodging will be charged. Automobile mileage is charged at the applicable IRS rate.



PUBLIC EMPLOYMENT RELATIONS COMMISSION
112 Henry Street NE, Suite 300, PO Box 40919, Olympia, WA 98504-0919 (360)753-3444

DISPUTE RESOLUTION PANEL
MEMBER INFORMATION

Name: David M. Gaba

Current profession: Attorney at Law

Business address: 2600 2nd Avenue, #2302

City/State: Seattle, Washington Zip: 98121

Business Phone: (206) 251-5488 Information current as of: 12/2012

E-mail: davegaba@compasslegal.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 200+

As interest arbitrator: 10

As mediator: 100+

As factfinder: 1

Brief description of industries and issues dealt with:

Industries: Government (fire, police, jail, transit, clerical, water, sewer, teachers, schools), aerospace, airline, chemical, auto, meatpacking, education, healthcare, hotel, restaurant, printing, lumber, steel, textile, pulp & paper, beverage, retail, construction, utilities, banking, dairy, sports, mining, oil & gas, glass, real estate, rubber, cement, baking, hospitals, grocery retail, warehouse, delivery, bakery, newspaper, transportation, garbage, recycling, and many others.

Issues: Discharge, demotion, work assignment, absenteeism, overtime, job bidding, sick leave, vacation assignment, job classification, dress code, pay rate, sexual harassment, job evaluations, merit pay, benefits, bumping and recall, strike or lockout, past practice, transfers, pensions, shift differential, drug/alcohol abuse, FLSA workweek, safety, management rights, union jurisdiction, free speech, callback pay, report pay, contracting out, arbitrability, benefits, bereavement leave, contract interpretation, interest arbitration, and many others.

EDUCATIONAL BACKGROUND:

MBA, Industrial Relations, Finance, University of Nebraska, 1987.
JD, University of Nebraska, 1984.

OTHER QUALIFYING EXPERIENCE:

<u>NE Appeal Tribunal</u> Title or capacity: <u>Chief Administrative Law Judge</u>	From: <u>1987</u> To: <u>1990</u>
<u>State of Washington</u> Title or capacity: <u>Assistant Attorney General</u>	From: <u>1990</u> To: <u>1991</u>
<u>Washington State Nurses Association</u> Title or capacity: <u>General Counsel</u>	From: <u>1990</u> To: <u>1993</u>
<u>Metropolitan King County</u> Title or capacity: <u>Labor Relations Manager/Administrator</u>	From: <u>1993</u> To: <u>2003</u>
<u>City of Bellevue</u> Title or capacity: <u>Hearing Officer for employment issues (whistleblower, etc.)</u>	From: <u>1997</u> To: <u>1998</u>
<u>Kitsap County</u> Title or capacity: <u>Hearing Officer for employment issues (whistleblower, etc.)</u>	From: <u>1994</u> To: <u>1999</u>

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, Admitted to bar, State of Nebraska, 1985.
Attorney, Admitted to bar, State of Washington, 1989.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Labor and Employment Relations Association (past president), Member since: 1990.
American Arbitration Association, Member since: 1990.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Fact-finding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1500 per day

Cancellation, etc. fees: Cancellation and postponement fee

Travel/subsistence fees: Travel from Seattle

Other fees charged:



PUBLIC EMPLOYMENT RELATIONS COMMISSION
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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Sharon A. Gallagher

Current profession: Arbitrator

Business address: 70 Stoney Beach Road, Oshkosh, Wisconsin 54902

Billing address: 33418 NW 44th Court, Ridgefield, Washington 98642

Business Phone: (902) 233-2570 Information current as of: 11/2014

Email: imagiste3@yahoo.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 400 As interest arbitrator: 25 As fact-finder: 5

Employment with impartial labor relations administrative agencies:

Wisconsin Employment Relations Commission From: 1984 To: 2009
Capacity or position: Arbitrator/Mediator/Hearing Officer

National Labor Relations Board From: 1976 To: 1984
Capacity or position: 1976-1980 in Washington, DC for General Counsel; 1980-1984 in Milwaukee at Region 30 as Trial Attorney

Brief description of industries and issues dealt with:

Industries: Bakery, beverage, building products, cement, chemicals, coal, communications, construction, dairy, education, foundry, furniture, health care, hospitals/nursing homes, lumber, machinery, metal fabrication, office workers/clerical, packaging, police & fire, prison guards, pulp & paper, shipbuilding/dry-dock transportation, trucking & storage, utilities, and warehousing.

Issues: Absenteeism, arbitrability, bargaining unit work, conduct (off-duty), demotion, discipline (non-discharge), discipline (discharge), drug/alcohol offenses, bonuses, holidays, insurance, leave, vacation, grievance mediation, health/hospitalization, hiring practices, job performance, job posting/bidding, jurisdictional dispute, layoffs/bumping/recall, management rights, official time, past practice, promotion, safety/health conditions, seniority, sexual harassment, strikes, lockouts, work stoppages, slowdowns, subcontracting, tenure, union security, cost-of-living pay, holidays pay, incentive pay, job classification & rates, overtime pay, severance pay, vacation pay, work hours/schedules/assignments, working conditions/orders, violence & threats.

EDUCATIONAL BACKGROUND:

B.A., English Literature, University of Wisconsin, Madison, 1972.
J.D., Law, University of Wisconsin, Madison, 1976.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, State Bar of Wisconsin, 1976.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators, Member since: 2009.
Labor and Employment Relations Association, Member since: 2009.
Labor and Employment Law Board, State Bar of Wisconsin, Member since: 2007 (will be Chair in 2014-15).

AVAILABILITY:

Grievance arbitration and Interest arbitration.
Constraints on availability: None.

CURRENT FEES:

<u>Hourly or per diem rate:</u>	\$1140 for an 8 hour day, prorated thereafter.
<u>Cancellation fees:</u>	One day per diem if case cancels 30 or fewer days before the hearing plus one docketing fee OR one docketing fee if more than 30 days.
<u>Travel/subsistence charges:</u>	Travel from closest address. Travel outside hearing day is prorated. Mileage at IRS rate if personal car.
<u>Other expenses:</u>	Docketing fee is \$200 when case is scheduled for hearing.



PUBLIC EMPLOYMENT RELATIONS COMMISSION
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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Sandra Smith Gangle

Current occupation
or profession: Arbitrator - Mediator

Business address: P.O. Box 904

City/State: Salem, Oregon Zip: 97308

Business Phone: (503) 585-5070 Information as of: 11/2013

Fax: (503) 585-2412

E-mail: gangle@peak.org

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 450+ As interest arbitrator: 6
As EEO mediator: 40 As factfinder: 7

Employment with impartial labor relations administrative agencies:

Oregon Employment Relations Board From: 5/79 To: 8/79
Capacity or position: Intern (unpaid)

United States Postal Services REDRESS Mediator (for EEO claims)

United State Dept. of Justice/Key Bridge Foundation (Mediation of ADA disputes)

Task Force Facilitator: State of Oregon Dept. of Transportation (Nov. 1999 to June 2000) (20 parties from public sector and private sector)(legislatively mandated project completed)

Presenter on CLE panels and workshops regarding arbitration/mediation:

- Washington State Bar Annual ADR Conference (1992, 1993, 1994)
- SPIDR Northwest Conference (Seattle, WA 1992, 1993)
- Oregon Employment Relations Board Arbitrators' Conference (2003)

“Alcohol and Drug-Related Issues in Public Sector Arbitration Cases”, Lab. Ed. and Res. Center (U. of O.) Monograph Series No. 5 (1986)

Patient Abuse Cases: Violence in Residential Care Facilities”, Arbitration Quarterly of the Northwest (Fall 1992)

“Public Policy vs. Public Opinion: U. of O. Monograph Series No. 17 (2003)

Brief description of industries and issues dealt with:

Industries: Public Sector - Education, transportation, state/ county/municipal governments, state hospitals, postal service, airport, police, firefighters. Private Sector - Manufacturing, printing/publishing, food preparation, retail sales, lumber/mills/woolen/aluminum, electrical, grain millers, organizations, unions, service industries, transportation, dairies.

Issues: Arbitrability, discharge, discipline, discrimination (race, sex, religious), job evaluation management rights, past practice, training, work performance evaluation, bumping rights, maintenance of benefits, wage rate, sick leave denial, medical certification, subcontracting, parol evidence rule, work assignment/scheduling, compliance with prior arbitration decision, missing contract term, privacy, patient abuse, safety violation, negligence, promotion, overtime, ADA compliance, sexual harassment.

EDUCATIONAL BACKGROUND:

J.D., Law, Willamette University College of Law, 1980.
M.A., Romance Languages, University of Oregon, 1968.
B.A., French, College of New Rochelle (New York), 1964.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

State of Oregon Bar, 1980-2008 (now inactive).

OTHER QUALIFYING EXPERIENCE:

<u>Prof. Carlton J. Snow, Willamette University</u>	<u>12/78 - 6/83</u>
Arbitration Intern	
<u>Portland State University, Chemeketa Comm. College</u>	<u>9/82 - 5/90</u>
Instructor of workshops: Collective bargaining and arbitration	
<u>Univ. of Oregon Labor Education & Research Center</u>	various dates
Presenter at workshops on arbitration	(including Spring 2009)
<u>City of Keizer, Oregon</u>	<u>1986 - 1992</u>
Land use hearings officer	

Arbitration awards published, Labor Arbitration Reports, cited in Elkouri and Elkouri (6th Ed.)

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

American Arbitration Association, Member since: 1982.
Association for Conflict Resolution (fka SPIDR), Member since: 1985; Sec'y of SPIDR NW Chapter: 1991-93; co-president 1994-95.
Montana Arbitrators Association, 1986-93.

AVAILABILITY:

Grievance arbitration (discipline and contract interpretation), Interest arbitration, Factfinding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$1200 per diem, for grievance arb. hearing/study time; \$1500 per diem for interest arbitration (pro-rated for partial days, telephone conferences).
Cancellation, etc. fees:	\$1,200 for each day of scheduled hearing time, if notice is given 30 days or less prior to hearing date; Minimum cancellation fee after hearing date set, \$500. Arbitrator may waive cancellation fee for a good-cause postponement, unless hearing is cancelled or postponed after it is reset.
Travel/subsistence fees:	All out-of-pocket expenses to be reimbursed. (As a courtesy, mileage is charged from Portland, Oregon only, not from Salem). Travel time is charged to the parties at \$100/hour. All bills payable within 30 days.

Self From: 12/2010 To: Current.
Title or capacity: Labor Arbitrator

EDUCATIONAL BACKGROUND:

B.A., Political Science, University of Wisconsin - Madison, 1976.
J.D., Drake University Law School, 1979.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, State of Wisconsin, Admitted to bar: 1981.
Attorney, State of Iowa, Admitted to bar: 1979.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Wisconsin State Bar Association, former Labor and Employment Section Board Member.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Factfinding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1200 per 8-hour day. A hearing day is any portion of a day up to 8 hours. Travel or hearing time in excess thereof prorated. One day minimum for hearing appearance. Study/writing time is prorated based on a \$1200 per day per diem.

Cancellation fees: A per diem is charged if a scheduled hearing is postponed, changed or cancelled 21 days or less before the scheduled hearing.

Travel/subsistence charges: Per diem fee for any portion of a travel day up to 8 hours. Fee is prorated for over 8 hours.

Other fees charged: Actual reasonable costs of hotels, meals, airfare, car rental and travel is charged; mileage at IRS rate; postage and phone if extraordinary.

* Travel Time and Expenses are based on the Seattle, WA address.



PUBLIC EMPLOYMENT RELATIONS COMMISSION
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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Amedeo Greco

Current occupation
or profession: Arbitrator/Mediator

Business address: PMB #220, 10002 Aurora Avenue North #36

City/State: Seattle, Washington Zip: 98133

Business Phone: (888) 546-1492 Information current as of: 12/2014
E-mail: agreco1492@sbcglobal.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: About 1500 As interest arbitrator: 26
As mediator: About 300 As fact-finder: 1

Brief description of industries and issues dealt with:

Issues: Alcohol and drug abuse, arbitrability, work assignment, bargaining unit work, demotion, discharge, discipline, discrimination, dress code, health and welfare, holidays and holiday pay, incentive rates/standards, job class, job evaluation, job posting and bidding, jurisdiction, layoff, bumping and recall, management rights, mergers, overtime, past practice, rate of pay, call-in and call-back pay, safety, scheduling of work, seniority, severance pay, strike or lockout, subcontracting, successor, transfer, union business, vacations and vacation pay, working conditions, cola, contracting out, guaranteed work week, insubordination, leave of absence, merit pay, official time, other fringe benefits, performance appraisals, promotions, reassignment, red circle rate, shift hours, sick leave, wages, work week change, sexual harassment.

Industries: Aerospace, agriculture, airlines, bakery, beverage, broadcasting, canning, cement, chemical, clerical, coal, communications, construction, dairy, education, electrical appliances, electrical communications, electrical equipment, federal sector, feed and fertilizer, food, foundry, furniture, grain mill, heat and ventilation, health care, hotel/restaurant, iron, lumber, machinery, manufacturing, meat packing, metal fabrication, nonferrous metals, organizations, packaging, plastics, police and fire, publishing, public sector government, pulp and paper, refrigeration/air conditions, retail stores, service, ship building and dry dock, steel, stone, transportation, trucking and storage, upholstery, utilities, warehousing.

OTHER QUALIFYING EXPERIENCE:

National Labor Relations Board From: 1967 To: 1973
Title or capacity: Legal Advisor to NLRB Chair and other Board members, Washington, D.C.; NLRB Trial Attorney, Milwaukee, Wisconsin

Wisconsin Employment Relations Commission From: 8/1973 To: 9/2002
Title or capacity: Attorney

EDUCATIONAL BACKGROUND:

J.D., University of Wisconsin.
B.A., History/Political Science, Upsala College.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators, Member and Former Governor.

PUBLICATIONS:

Topic Author, *Elkouri & Elkouri, How Arbitration Works* (ABA-BNA, 6th Ed. 2003).

AVAILABILITY:

Grievance arbitration, Interest arbitration, Fact-finding, Mediation.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1400 per each 8-hour day of hearing, study or writing. The full per diem is charged for all hearing days. More than one day's per diem is charged and prorated where the day of hearing and travel extend beyond 5:00 p.m. Travel which occurs outside the day of hearing is prorated at the per diem rate, and interim billing is used in cases involving air travel or multiple hearing days.

Cancellation, etc. fees: Cancellation fee \$1400 for each day of hearing cancelled or postponed within 30 calendar days of hearing.

Travel/subsistence fees: Travel expenses and travel time are charged from Seattle, Washington, address.

Other fees charged: All travel expenses involving airline, automobile, hotel, meals, cabs, etc. will be billed from Seattle, Washington, address. Car mileage for personal car is billed at the IRS rate.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Edward J. Gutman

Current profession: Arbitrator

Business address: 7 St. Paul Street Suite 600

City/State: Baltimore, Maryland Zip: 21202

Business Phone: (410) 960-6032 Information current as of: 11/2013

Email: egutman@comcast.net Web address: www.egutmanadr.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 100+ As interest arbitrator: 15 As fact-finder: 6

Employment with impartial labor relations administrative agencies:

National Labor Relations Board From: 1958 To: 1966
Capacity or position: Trial Attorney

City of Baltimore From: 1967 To: 1973
Capacity or position: Labor Commissioner

Brief description of industries and issues dealt with:

Issues: Terminations, discipline, transfers, collective bargaining, benefits, seniority, etc.

Industries: Local government, school districts, varied industries.

OTHER QUALIFYING EXPERIENCE:

University of Maryland Francis King Carey School of Law From: 2012 To: _____
Title or capacity: Adjunct professor – Labor and Employment Arbitration

Semmes, Bowen & Semmes, PA From: 2001 To: 2005
Title or capacity: Principal

Blum, Yumkas, PA From: 1973 To: 2001.
Title or capacity: Principal

EDUCATIONAL BACKGROUND:

B.A., Business, University of Maryland, 1954.
J.D., Law, University of Maryland Law School, 1957.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Law, State of Maryland, Admitted to bar: 1957.
Law, District of Columbia, Admitted 1990.
Law, Supreme Court of the United States.
CPR, International Institute for Conflict Prevention and Resolution.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Maryland State Bar Association, Member since: 1957.
National Public Employers Labor Relations Association: Member: 1970.
American Bar Association, Member since: 1970.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Factfinding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$2,000 per diem.
Cancellation fees: Two weeks.
Travel/subsistence charges: Yes.
Other fees charged: Travel Expenses.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Patrick Halter

Current profession: Arbitration, Factfinding, Mediation, Training & Civil Rights Investigations

Business address: 315 Meadow Lake Drive

City/State: Columbia Falls, Montana Zip: 59912

Business Phone: (800) 681-9657 Information current as of: 9/2013
E-mail: phalter113@comcast.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 1000 As interest arbitrator: 200
As mediator: 30 As fact-finder: 50

Employment with impartial labor relations administrative agencies:

New Mexico Public Employee Labor Relations Board From: 7/93 To: 7/99.
Title or capacity: Executive Director (ULP/representation/impasse)

US Federal Service Impasses Panel & US Foreign Service Impasse Disputes Panel (interest arbitration, mediation, med-arb, factfinding) From: 2/80 To: 8/86.
Title or capacity: Staff Associate

Industries: Aerospace, aircraft mfg., agriculture, aluminum, automotive, banking, beverage, brewery, broadcasting, bldg. products, call centers, canning, casinos, cement, chemicals, clothing, coal, communications, construction, corrections, dairy, education, electrical equipment/appliance, electronics, engineering & research, financial institutions, fire, food, foundry, furniture, glass/pottery, health care, hospitals/nursing homes, insurance, iron, lodging (hotel/ motels), lumber, maritime, meat packing, metal fabrication, mining, office support/clericals, organizations, pharmaceuticals, pulp & paper, police, petroleum refining/ petrochemicals, prison/security guard, refrigeration/HVAC, regulatory agencies, resorts, retail stores, rubber/tire, service industries, social services, steel, supermarkets, telecommunications, transportation, trucking & storage, universities, utilities, warehousing, welfare/pensions, wireless phones.

Issues: Absenteeism, agency fee, arbitrability, bargaining unit work/craft jurisdictions, conduct (off-duty)m civil rights, COLA, demotion, discipline & discharge, discrimination (Title VII, ADA, etc.), drug/alcohol offenses, entry rates, FLSA, FMLA, health/hospitalization coverage, hiring practices, holidays & holiday pay, hours of work & scheduling, incentive pay, insurance, job classification & rates, job performance, job posting/bidding, just cause, inter-craft pay relationships, last chance agreements, layoffs/bumping/recall, leave, management rights, merit pay, overtime, past practices, pension and

welfare plans, polygraphs, project labor agreements, reassignment, reclassification, retaliation, retirement, safety/health conditions & OSHA, schedules/tours of duty, seniority, settlement agreements, severance pay, sexual harassment, subcontracting/contracting out, surplus/contingent employees utilization rates, temporary duty locations/relief and returns, travel expenses, union work jurisdiction, union rights & security, union discrimination, vacation/vacation pay, whistle-blowing, workplace violence/threats, work assignments & conditions.

OTHER QUALIFYING EXPERIENCE:

City of Albuquerque (NM) Labor-Management Relations Board From: 8/07 To: 8/12.
Title or capacity: Chairman

Carl Harshman & Associates, St. Louis, MO From: 8/86 To: 7/93.
Title or capacity: LMR Project Manager

EDUCATIONAL BACKGROUND:

MPA, Public Sector Labor Relations & Public Finance, Indiana University, 1979.
 BA, American History, Arizona State University, 1974.
 Fellow, Organizational Psychology, Johns Hopkins University, 1987.
 CLEs Nat'l. Judicial College (Evidence, Admin. Law, Civil Procedure, Tort Liability, Fair Hrg).
 Graduate, Albuquerque Citizen Police Academy.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators, Co-editor, Annual Proceedings, Member since: 2005.
 LERA, Airlines & Utilities Sections, Member since: 1984.
 Association for Conflict Resolution, Workplace Leadership Council, Member since: 2003.
 American Bar Association, ADR, Labor & Employment Sections, Member since: 1998.
 National Association of Railroad Referees, Member since: 2006.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Factfinding.
 Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1600 per day.

Cancellation, etc. fees: If case for hearing is cancelled, settled, changed, etc., by either party for any reason within 30 days of the scheduled hearing date, then a per diem fee is assessed for each scheduled hearing date. If 3 or more days are scheduled, then 6 weeks notice. This applies where the parties schedule hearing and then proceed with written briefs in lieu of a hearing.

Transportation and/or lodging fees incurred due to change in hearing date are assessed to the parties.

Travel/subsistence: Actual charges for travel; per diem pro-rates for travel in excess of 2 hours.

Other fees charged: Any computer-research fees (LEXIS) and express delivery.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Vern E. Hauck

Current profession: Arbitrator

Business address: 7903 Possession Road

City/State: Clinton, Washington Zip: 98236

Business Phone: (360) 579-4799 Information current as of: 3/2011

E-mail: vhauck@whidbey.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 2000+

As interest arbitrator: 10

As mediator: 8

As fact-finder: 10

Employment with impartial labor relations administrative agencies: None.

Brief description of industries and issues dealt with:

Served as a rights grievance, benefit plan, and interest arbitrator in private, public and non-union sectors since 1976. Heard and decided hundreds and hundreds of grievances in a multiplicity of industries, such as Construction, Transportation, Basic Steel, Food and Lodging, Health, Education, Mining and Retailing. Cases have included a very wide variety of issues, such as Discipline, Seniority, Performance Appraisal, Promotion, Transfer, Poor Work, Vacation, Health, Subcontracting, Wage and Hour, and Leave of Absence.

OTHER QUALIFYING EXPERIENCE:

School of Business, University of Alaska (Anchorage) 1975–1980 / 1983–1996.
Title or capacity: Assistant, Associate and Full Professor of Industrial Relations and Management

Graduate School of Business, Dequesne University (Pittsburgh) 1980 – 1983.
Title or capacity: Visiting Associate Professor of Industrial Relations and Management

EDUCATIONAL BACKGROUND:

B.A., Business Administration, University of Washington, 1967.
MBA, Human Resources and Management, Seattle University, 1971.
Ph.D., Industrial Relations and Insurance, University of Iowa, 1974.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators, Member since: 1987.
Academy of Management, Member: 1979 to 1996.
Industrial Relations Research Association, Member: 1981 to 1996.

AVAILABILITY:

Grievance arbitration, Fact-finding, Mediation.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$1250 per day.
Cancellation, etc. fees:	\$1250 with 30 days or less advance notice.
Travel/subsistence fees:	Normal expenses (air, auto, lodging, and food).
Other fees charged:	Secretarial, phone, xerox, mail, etc.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Martin Henner, Esq.

Current profession: Arbitrator, Mediator, Hearings Officer

Business address: PO Box 11955

City/State: Eugene, Oregon Zip: 97440

Business Phone: 1-541-345-6466 Information current as of: 1/2012
E-mail: martyhenner@gmail.com
Fax: (541) 338-4081

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 100+ As interest arbitrator:
As mediator: 15 As fact-finder: 1

Employment with impartial labor relations administrative agencies: None.

OTHER QUALIFYING EXPERIENCE:

University of Connecticut From: 1977 To: 1979.
Title or capacity: Professor of Law, Management-Labor Relations, Health Care Admin.

California State University, Long Beach From: 1979 To: 1982.
Title or capacity: Professor of Law, Management-Labor Relations

Oregon AFSCME From: 10/81 To: 10/86.
Title or capacity: Staff Representative, Attorney

Oregon State University, College of Business From: 1986 To: 1988.
Title or capacity: Professor of Law

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, Admitted to bar, State of Oregon, 1974.
Attorney, Admitted to bar, State of California, 1970.

EDUCATIONAL BACKGROUND:

J.D., Law, University of Wisconsin.
ABD, Policy, Planning & Organization, Columbia University.
Undergraduate study, Sociology/Economics, University of Chicago.

STATE OF WASHINGTON AWARDS SELECTED FOR PUBLICATION:

Capital Medical Center / United Staff Nurses Union Local 141, UFCW, 123 LA 325
 Clark County Public Utility Dist. / IBEW, Local 125, 103 LA 404, 94-2 ARB ¶4593
 Clark County Public Utility Dist. / IBEW, Local 125, 105 LA 325, 95-2 ARB ¶5353
 Clark County Public Utility Dist. / IBEW, Local 125, 115 LA 1691, 29 LAIS 3116
 Columbia Aluminum Corp & Steelworkers # 8147, 102 LA 274
 City of Kalama / Kalama Police Guild, 116 LA 1349, 02-1 ARB ¶3110, 29 LAIS 2037
 King Broadcasting and AFTRA, Seattle Local, 114 LA 146, 00-1 ARB ¶3377, 27 LAIS 1029
 Lake Washington School District and Lake Washington Education Association 120 LA 1081
 M.A. Mortenson Company and Washington State Council of Carpenters, 103 LA 738
 Providence Yakima Medical CTR & Wash. State Nurses Association, 98-2 ARB ¶5337
 Tacoma Police Union #6 and City of Tacoma, 94-1 ARB ¶4023; 23 LAIG 12, #4825 (AAA)
 US Dept of Interior (Grand Coulee PWr) & Columbia Basin Trades Cncl, 96 FLRR2 1068
 US Navy, NAVIMFAC PACNORWEST & Machinists Lodge 160, Local 282, 116 LA 662
 Wash. Dept of Fish & Wildlife & Washington Public Empl Assn, UFCW #365, 123 LA 413
 Wash. Dept of Labor and Industries & Wash Fed. of State Employees Assn, 126 LA 970
 Wash. Dept of Natural Resources & Wash. Fed. of State Employees Assn, 126 LA 665
 Yakima School District and Yakima Education Association, 122 LA 1094

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Labor and Employment Relations Association.
 American Arbitration Association.
 Oregon Mediation Association.
 American Inns of Court, Master.
 Oregon State Bar Alternative Dispute Resolution, Section (Executive Committee Member, 1998-2000).

AVAILABILITY:

Grievance arbitration, Interest arbitration, Fact-finding.
 Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$1300 per day.
Cancellation, etc. fees:	If the scheduled hearing is postponed or canceled with notice of less than 15 business days, the per diem fee for each day of hearing will be charged. If a scheduled hearing is postponed or canceled with notice of more than 15 business days but less than 2 calendar months, one-half of the per diem fee for each day of hearing shall be charged if another matter cannot be set in its place.
Travel/subsistence fees:	Expenses incurred, IRS mileage rate, state per diem.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Steven G. Hoffmeyer

Current profession: Mediator/Hearing Officer

Business address: 1596 Ninth Street, White Bear Lake, Minnesota 55110-6739

Business Phone: (651) 442-0833 Information updated: 2/2012
Fax: (651) 304-1226
E-mail: stevehoffmeyer@hotmail.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 11 As interest arbitrator: 1
As mediator: 100's As fact-finder:

Employment with impartial labor relations administrative agencies:

Minnesota Bureau of Mediation Services From: 4/02 - 10/03 and 1/09 - 10/03
Capacity or position: Mediator

Minnesota Bureau of Mediation Services From: 10/03 To: 12/08
Capacity or position: Deputy Commissioner

Minnesota Bureau of Mediation Services From: 1/09 To: 1/2011
Capacity or position: Commissioner

Brief description of industries and issues dealt with:

Industries: Education, Food, Government, Health Care, Hospital/Nursing Home, Office Workers/Clerical, Plumbing, Police and Fire, Printing and Publishing, Prison Guard, Restaurants, Transportation, Utilities.

Issues: Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination; Age, Disability, Race, Sex, Religion, National Origin, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, 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, Wages: Cost-of-Living Pay, 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.

OTHER QUALIFYING EXPERIENCE:

Hennepin County Labor Relations (MN) From: 1995 To: 4/02
Title or capacity: Labor Relations Advocate

EDUCATIONAL BACKGROUND:

BA, Communications, Augsburg College (Minneapolis, Minnesota), 1978.
JD, Hamline University School of Law (St. Paul, Minnesota), 1982.
National Judicial College 2002, *Administrative Law: Fair Hearing*.

Other:

- 2004 FMCS *Becoming a Labor Arbitrator*.
- Certification Minnesota District Court Mediation, 1989-2007.
- Complex Public Education Issues: FMCS-NAA, September 2011.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Lawyer, State of Minnesota, Admitted to bar: 1982.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

American Bar Association and Subcommittee on State and Local Government
Collective Bargaining, Member since: 1982.
Minnesota Bar Association, Member since: 1982.

AVAILABILITY:

Grievance arbitration, Fact-finding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$950 per diem for hearing and for research and preparation of the opinion and award. A hearing day is any portion of a day up to 8 hours.
Cancellation, etc. fees:	If scheduled hearing is postponed or cancelled with notice of less than 21 calendar days, the per diem for each day of hearing shall be charged if another issue cannot be substituted.
Travel/subsistence fees:	Pro-rata per diem up to 8 hours on non-hearing days.
Other fees charged:	Actual cost of reasonable expenses.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Ronald Hoh
Current occupation or profession: Arbitrator/Mediator/Factfinder
Business address: 3353 Cottage Way #99
City/State: Sacramento, California Zip: 95825
Business Phone: (916) 202-7718 Information updated: 8/2015
FAX: (916) 979-9131
E-mail: arbtr8r@icloud.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 1900 As interest arbitrator: 68
As mediator: 400 As fact-finder: 52

Employment with impartial labor relations administrative agencies:

California Public Employment Relations Board From: 9/85 To: 8/87
Capacity or position: Regional Director, Sacramento Office

Iowa Public Employment Relations Board From: 7/80 To: 9/85
Capacity or position: Director, Mediation Services

Iowa Public Employment Relations Board From: 3/75 To: 7/80
Capacity or position: Mediator/Administrative Law Judge

National Labor Relations Board From: 2/74 To: 3/75
Title or capacity: Field Examiner, Milwaukee, Wisconsin

National Labor Relations Board From: 5/73 To: 9/73
Title or capacity: Intern Field Examiner, Peoria, Illinois

Brief description of industries and issues dealt with:

Since 1981, functioned as a grievance arbitrator, interest arbitrator, and fact-finder, primarily in cases involving federal, state, county and municipal governments, in the coal industry, and with innumerable private employers and unions. Full-time arbitrator since 1987. Member, National Academy of Arbitrators since 1993. Functioned as mediator/arbitrator in City of Bremerton/Bremerton Police Association, 1990, and as grievance arbitrator with those parties in 1991, as well as several other Washington cases. Extensive public sector experience in California, Oregon, Washington, Alaska, Utah, Nevada, Hawaii, Montana, Missouri, Nebraska, Kansas, Iowa and Illinois. Member of numerous permanent panels in both public and private sectors in several western and midwestern states.

Grievance issues have involved virtually every type of issue, including matters such as seniority, layoff, recall, bumping, unit coverage, work performance matters, work rules, leaves of absence, holiday and vacation pay, overtime eligibility and pay, shift hours, alcohol and drug abuse, arbitrability, management rights, past practice, discipline and discharge, subcontracting, demotion, union business, job evaluation, training, transfer, reporting pay and pay rates.

Fact-finding and interest arbitration issues such as wages, longevity, insurance, ability to pay, comparability, extra-duty pay, seniority, staff reduction, transfer, grievance procedures, evaluation procedures, health and safety, union rights, management rights, insurance and hours. Factfinding and/or interest arbitration experience in nine states.

OTHER QUALIFYING EXPERIENCE:

Des Moines Area Community College (Iowa) From: 6/83 To: 9/85.
Title or capacity: Instructor, Labor Rel. & Labor Law (part-time)

National University (California) From: 5/88 To: 1994.
Title or capacity: Instructor, Labor Rel. & Labor Law (part-time)

Editor, California Labor Law Digest and EEO: Discrimination in Employment Digest
From: 5/91 To: 5/96.

EDUCATIONAL BACKGROUND:

B.A., Labor Economics, University of Illinois, 1972.
M.A., Labor and Industrial Relations, University of Illinois, 1974.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators, Member since: 1993.
Society of Professionals in Dispute Resolution, Member since: 1977.
National Assn. of Administrative Law Judges, Member since: 1979.
Industrial Relations Assn. of Northern California, Member since: 1985 (Executive Board, 1990-91; and 2013-Present; President, 1990-92).
Sacramento County Bar Assn., Labor Law Section, Member since: 1988.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Fact-finding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$1350 per day, plus expenses.
Cancellation, etc. fees:	One day of per diem for per scheduled hearing date for notice of postponement or cancellation received less than 45 days before the scheduled hearing date(s). Case substitutions on the scheduled hearing dates are allowed without charge.
Travel/subsistence fees:	Actual expenses.
Other fees charged:	None.



PUBLIC EMPLOYMENT RELATIONS COMMISSION

112 Henry Street NE, Suite 300, PO Box 40919, Olympia, WA 98504-0919 (360) 570-7300

DISPUTE RESOLUTION PANEL MEMBER INFORMATION

Name: Richard M. Humphreys

Current profession: Labor Management Labor Arbitrator – Mediator

Business address: 375 Valley Street

Seattle, Washington 98109

Business Phone: (206) 293-6419 Information updated: 10/2010

Cell: (206) 293-6419

Fax: (413) 751-6646

E-mail: Arbitrator98109@yahoo.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 250

As interest arbitrator: 0

As mediator: 10

As fact-finder: 1

Employment with impartial labor relations administrative agencies: None.

OTHER QUALIFYING EXPERIENCE:

Duvin Cahn & Hutton From: 1985 To: 1991
Title or capacity: Partner, Management Labor Lawyer

Cleveland School District From: 1981 To: 1985
Title or capacity: Chief Labor Counsel

Richard M. Humphrey From: 1980 To: 1981
Title or capacity: General Law Practice

Brief description of industries and issues dealt with:

Industries: Advertising, Agriculture, Aluminum, Atomic/Nuclear Energy, Automobile, Bakery, Beverage, Brass/Copper, Brewery/Distillery, Broadcasting, Canning, Ceramic/Glass, Chemicals, Communications, Construction/Building, container/

Packaging, Dairy, Education, Electronics/Electrical, Feed/Fertilizer, Food Processing/Service, Grain, Health Care/Hospitals, Heat/Ventilation, Iron, Local Government, Long Shore, Lumber, Machine/Tool/Hardware, Manufacturing, Meat Packing, Metal Fabrications, Office/clerical, Paper/Pulp, Plastics, Police/Fire, Printing/Publishing, Refrigeration/Air Conditioning, Rubber/Tire, Sanitation/Waste Management, Scientific Instruments/Controls, Service Industries, State Government/Provinces, Steel, Textile, Transportation, Trucking/Storage/Warehouse, Utilities (Gas, Water, Electric).

EDUCATIONAL BACKGROUND:

BA, Political Science, Cleveland State University, 1996.
JD, University of New Mexico School of Law, 2000.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney at Law, State of Ohio, 1980.

AVAILABILITY:

Grievance arbitration, Fact-finding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$1650 per day.
Cancellation, etc. fees:	One day per diem charged for matters cancelled within 5 business days of scheduled hearing.
Travel/subsistence fees:	Travel expenses including hotel, gas mileage, air and all expenses associated with round trip travel to designated location.
Other fees charged:	None.



PUBLIC EMPLOYMENT RELATIONS COMMISSION
112 Henry Street NE. Suite 300, PO Box 40919, Olympia, WA 98504-0919 (360) 570-7300

**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Sharon Imes

Current profession: Arbitrator

Mailing address: 3465 Ebner Coulee Road, La Crosse, Wisconsin 54601-4358

Other: 3460 French Road, Clinton Washington 98236

Telephone: (608) 782-0835 Information current as of: 3/2014

Email: sharonimes@charter.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 700+

As interest arbitrator: 100+

As mediator:

As fact-finder: 20-30

Employment with impartial labor relations administrative Agencies: None.

QUALIFYING EXPERIENCE:

Arbitrator _____ From: early 1980s To: Present.
Title or capacity: _____

EDUCATIONAL BACKGROUND:

B.A., Sociology and English, University of Wisconsin - Madison, 1969.
M.A., Public Administration, University of Wisconsin - Madison, 1980.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators, Member since: 1987.
IRRA, Labor and Employment Relations Association, Member since: 1983.
NARR, Member since: 2007.

AVAILABILITY:

Grievance arbitration, Fact-finding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$1,100 per diem.
Cancellation, etc. fees:	\$1,100 if re-scheduled or cancelled within twenty-one days of scheduled date or if a continuance is granted and the case is ultimately resolved without a hearing.
Travel/subsistence charges:	Parking, meals, lodging and travel from nearest office.
Other fees charged:	



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Jeffrey W. Jacobs

Current profession: Arbitrator/Mediator

Business address: 7300 Metro Boulevard, Suite 300

City/State: Minneapolis, MN Zip: 55439

Business Phone: (952) 897-1707 Information current as of: 1/2014
Business Cell: (612) 760-6328
Email: jjacobs@wilkersonhegna.com; jacobsjeffrey@comcast.net
Website: www.jeffreyjacobsarbitrator.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 400+ As interest arbitrator: 50+
As mediator: As fact-finder: 2

Employment with impartial labor relations administrative agencies: None.

Brief description of industries and issues dealt with:

Discipline and discharge for virtually every type of charge of offense, contract interpretation and past practice issues of all kinds, benefits, wages, subcontracting, absenteeism, arbitrability (both procedural and substantive), timeliness issues, work jurisdiction issues, benefits, layoff/recall/seniority issues, work schedules, management rights, overtime/premium time issues, pyramiding, pensions, promotion/demotion issues, safety issues, workplace violence.

OTHER QUALIFYING EXPERIENCE:

International Brotherhood of Teamsters, Local 320 From: 6/82 To: 1/87
Capacity or position: Staff Attorney

Knutson Flynn Law Firm From: 1/87 To: 2/88
Capacity or position: Advocate

Adams & Cesario From: 3/88 To: 12/89
Capacity or position: Of counsel

Wilkerson & Hegna From: 12/89 To: Present
Capacity or position: Attorney in private practice but have not done advocacy work in labor relations settings since 1993.

EDUCATIONAL BACKGROUND:

B.A., Political Science, University of Minnesota, 1977.
J.D., Law, University of Minnesota, 1980.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, State of Minnesota, Admitted to bar: 1980.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators, Regional Chairman, Member since: 2005.
Minnesota State Bar Association, ADR Section, Member since: 1980.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Factfinding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1200 per day plus applicable expenses, effective March 1, 2014.

Cancellation fee: One day (\$1200) cancellation fee plus any applicable expenses if the matter is cancelled, rescheduled or continued within 14 days of the scheduled hearing date. In cases involving out of town travel, any expenses due to the postponement or cancellation of the hearing will be invoiced even where the matter is postponed or cancelled more than two weeks from the scheduled hearing. Travel expenses will be charged from Minneapolis, MN unless otherwise agreed.

Travel/subsistence charges: Expenses are billed as incurred. In cases involving out of town travel, any expenses due to the postponement or cancellation of the hearing will be invoiced even where the matter is postponed or cancelled more than two weeks from the scheduled hearing.

Other fees charged: None.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Frederick P. Kessler

Current occupation
or profession: Labor Arbitrator/Wisconsin State Legislator

Business address: 13215 SE Mill Plain, #101

City/State: Vancouver, Washington Zip: 98684

Business Phone: (360) 566-0416 Information current: 7/2010
(414) 464-0951

Email: fkessler@execpc.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 219 As interest arbitrator: 46
As mediator: 4 As fact-finder: 2
Employment with impartial labor relations administrative agencies: None.

OTHER QUALIFYING EXPERIENCE:

State of Wisconsin Circuit Court From: 1972 To: 1982
Title or position: Circuit Court Judge From: 1986 To: 1988

EDUCATIONAL BACKGROUND:

Political Science, B.S., University of Wisconsin, 1962.
LLB, University of Wisconsin Law School, 1966.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, Admitted to bar, State of Wisconsin, 1966.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Industrial Relations Research Association, Member since: 1994.
Wisconsin Bar Association, Member since: 1966.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Fact-finding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1000.

Cancellation, etc. fees: \$400 if less than two weeks; \$1000 if less than 72 hours.

Travel/subsistence fees: Actual food and lodging, \$.485 per mile from Vancouver, Washington. I will not charge travel or travel time from Wisconsin.

Other fees charged: \$30 docket fee.



PUBLIC EMPLOYMENT RELATIONS COMMISSION
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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Philip K. Kienast

Current occupation
or profession: Professor

Business address: University of Washington - Box 353200

City/State: Seattle, Washington Zip: 98195-3200

Business Phone: (206) 543-1390 Information updated: 12/2009
FAX: (206) 685-9392

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 685 As interest arbitrator: 39
As mediator: 22 As fact-finder: 12

Employment with impartial labor relations administrative agencies:

Public Employment Relations Commission From: 10/75 To: 10/76
Capacity or position: Chairman

OTHER QUALIFYING EXPERIENCE:

University of Washington From: 1970 To: Present
Title or capacity: Associate Professor in Business School and School of Public Health
and Community Medicine

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators, Member since: 1980; previous member of Research
Committee.
American Arbitration Association, Member since: 1996.

ARBITRATION EXPERIENCE:

Arbitrating since 1972 in local, state and federal public employment; education and private employment in industries such as retail, trucking, health care, maritime, steel, oil, shipbuilding, manufacturing, nuclear and hospitality. Have also served as mediator and arbitrator of interest disputes in the private and public sectors.

EDUCATIONAL BACKGROUND:

Ph.D., Michigan State University, 1972 (Industrial Relations).
M.A., Michigan State University, 1966 (Industrial Relations).
B.A., University of Notre Dame, 1963 (Liberal Studies).

AVAILABILITY:

Grievance arbitration, Interest arbitration, Fact-finding, Mediation.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$980 per day.

Decisions: \$980 per day is charged for all time expended in analyzing the record and preparing the opinion and award in a case.

Cancellation, etc. fees: For notice of cancellation/postponement per day of scheduled hearing with less than: 30 days \$800
60 days \$600

No charge with notice given prior to 60 days.

Travel/subsistence fees: \$60 for each hour in excess of three hours in transit either to or from the hearing location plus cost of transportation itself. Lodging and meals charged at actual cost.

Other fees charged:



PUBLIC EMPLOYMENT RELATIONS COMMISSION
112 Henry Street NE, Suite 300, PO Box 40919, Olympia, WA 98504-0919 (360) 570-7300

**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Starr Knutson

Current profession: Arbitrator

Business address: 73-1134 Loloa Drive

City/State: Kailua Kona, Hawaii Zip: 96740

Business Phone: (808) 325-9518 Information current as of: 8/2011
Business Cell: (360) 561-7124
Email: Resolutionsolutions4U@hotmail.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 4 As interest arbitrator:
As mediator: 500 As fact-finder:

Employment with impartial labor relations administrative agencies:

Washington Public Employment Relations Commission From: 6/2002 To: 1/2010
Capacity or position: Mediator/Adjudicator

Brief description of industries and issues dealt with:

Issues: Discipline, discharge, discrimination, contract language, bargaining unit work, fringe benefits, contracting out, wages, working conditions, unfair labor practices.

Industries: Public employers and employee organizations in Washington state, involving state government, city and county government, public schools, community colleges, state universities, public hospitals, public utility districts, public transit authorities.

OTHER QUALIFYING EXPERIENCE:

Washington State Department of Personnel From: 11/98 To: 6/02.
Title or capacity: Mediator

Washington State Department of Fish and Wildlife From: 4/96 To: 11/98.
Title or capacity: Labor Relations Manager

Washington State Department of Social and Health Services From: 10/94 To: 4/96.
Title or capacity: Labor Relations Specialist

EDUCATIONAL BACKGROUND:

B.A., Liberal Arts with emphasis in Labor Studies and Business, The Evergreen State College, 1992.

M.S., Human Resources Management & Development, Chapman University, 1994.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Mediator, University of Washington Law School, 1996.

Mediator/Group Facilitator, Dispute Resolution Center of Thurston County, 1994.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Labor and Employment Relations Association, Member since: 1999.

AVAILABILITY:

Grievance arbitration, Factfinding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$950 per day for hearing, research, preparation of opinion and award.

Cancellation fees: If scheduled hearing is cancelled with notice of less than 10 days, the per diem fee for each scheduled day will apply if another matter cannot be set in its place. For hearings scheduled for more than three (3) days, a notice period of thirty (30) days will apply.

Travel/subsistence charges: The per diem fee will be charged for any portion of a travel day up to eight hours. Travel time is computed on a portal to portal basis, starting from Olympia, Washington. The actual cost of reasonable travel and case related expenses, including car rental, meals and lodging will be used.

Other fees charged: There are no charges for reasonable phone, clerical or incidental office expenses.



PUBLIC EMPLOYMENT RELATIONS COMMISSION
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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Robert W. Landau

Current occupation
or profession: Arbitrator and Mediator

Business address: 2118 Foraker Drive

City/State: Anchorage, Alaska Zip: 99517

Business Phone: (907) 272-2266 Information current as of: 5/2015
Fax: (907) 222-1609
E-mail: rlandau@gci.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 725 As interest arbitrator: 4
As mediator: 48 As factfinder: 6

Employment with impartial labor relations administrative agencies:

Alaska Department of Labor From: 1983 To: 1987
Capacity or position: Deputy Commissioner of Labor

Brief description of industries and issues dealt with:

Industries: Public Sector labor disputes and collective bargaining, involving federal, state and local government employees and teachers/university faculty.

Issues: Wide range of contract interpretation, discipline and discharge cases.

OTHER QUALIFYING EXPERIENCE:

Alaska Department of Law From: 10/80 To: 8/83.
Title or capacity: Assistant Attorney General for Department of Labor

EDUCATIONAL BACKGROUND:

J.D., University of Virginia School of Law., 1978.
B.A., Amherst College, 1974.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Law, Admitted to practice law, State of Alaska, 1979.
Law, Admitted to practice law, U.S. Ninth Circuit Court of Appeals, 1985.
Law, Admitted to practice law, U.S. Supreme Court, 1990.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators, Admitted in 2000 (Regional Chair, Pacific Northwest Region, 2012-2014).
Labor and Employment Relations Association, Member since: 1997.
National Association of Administrative Law Judges, Member since: 1991.
American Bar Association, Member since 1984.
Alaska Bar Association, Member since 1979.

AVAILABILITY:

Grievance arbitration only.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$1,700 per diem for each full or partial day of hearing.
Study/writing time:	Same as hearing time rate, except that partial days are prorated.
Cancellation, etc. fees:	\$1,700 for each scheduled day of hearing cancelled or postponed with less than 30 days notice. No charge if case settled or withdrawn 30 or more days before scheduled hearing date or before a hearing date has been scheduled.
Travel/subsistence fees:	Travel time and expenses charged from Seattle airport. Travel expenses may include airfare (lowest fully refundable fare available for convenient flights at time of purchase), hotel, car rental or other transportation, and parking. Meals for arbitrations longer than one day are charged at the rate of \$75 per day.
Other fees charged:	None.



PUBLIC EMPLOYMENT RELATIONS COMMISSION
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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Howell L. Lankford

Current profession: Arbitrator

Business address: P. O. Box 22331

City/State: Milwaukie, Oregon Zip: 97269-0331

Business Phone: (503) 349-3842 Information current as of: 03/2015

Fax:

E-Mail: hll@iname.com

EXPERIENCE AS AN IMPARTIAL SINCE 1984. Number of cases handled:

As grievance arbitrator: 1000+ As interest arbitrator: 70+

As mediator: 100+ As fact-finder: 50+

Employment with impartial labor relations administrative agencies:

Oregon Employment Relations Board From: 9/79 To: 6/84
Capacity or position: Administrative Law Judge

Oregon Conciliation Service (ERB) From: 6/84 To: 6/89
Capacity or position: Occasional Ad Hoc Mediator

Brief description of industries and issues dealt with:

Grievance arbitration, mediation, and factfinding cases involving (1) cause for discipline and discharge, and (2) a range of contract interpretation issues including arbitrability, evaluation, RIF, seniority, subcontracting, safety, discrimination and harassment, FMLA, disability, alcohol and substance abuse and testing, overtime, salary administration, classification, fringe benefits, assignment and transfer, incentives, union security and fees, etc. Interest arbitration cases in police, fire, corrections, communications, transit, and inland waterway units and in the private and federal sectors.

OTHER QUALIFYING EXPERIENCE:

<u>Multnomah County, Oregon</u>	From: <u>1978</u> To: <u>9/79</u> .
Title or capacity: <u>Deputy Labor Relations Counsel</u>	
<u>Washington Labor Law Digest</u>	From: <u>1991</u> To: <u>2000</u> .
Title or capacity: <u>Editor</u>	
<u>City of Eugene, Oregon</u>	From: <u>2001</u> To: <u>2005</u> .
Title or capacity: <u>Police Internal Affairs Auditor</u>	

EDUCATIONAL BACKGROUND:

J.D., Law, University of Oregon, 1977.
M.A., Philosophy, Northwestern University, 1968.
B.A., Philosophy - Literature, Reed College, 1965.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney (inactive), Admitted to bar, State of Oregon, 1977.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Oregon State Bar Labor Law Section; Member since: 1979, Chair (1989-1990).
American Arbitration Association; Member since: 1984.
Oregon State Bar Alternative Dispute Resolution Section.
National Academy of Arbitrators (Governor 2011-13); Member since: 1990.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Factfinding.
Constraints on availability: None

CURRENT FEES AND SCHEDULING:

Grievance arbitration: \$1,800/day (7-hours) of hearing, travel, research study, and writing time, plus transportation costs and food and lodging if out of town overnight.

Interest arbitration and grievance mediation: \$2,200/day.

Cancellation and set over fees: One day fee per scheduled day of hearing if notice is received less than one month before the start of the scheduled hearing. For hearings scheduled 3 - 8 or more days, the minimum notice period for cancellation or set over is 60 calendar days; for hearings set for more than 8 days, the period is 90 calendar days.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Kenneth J. Latsch

Current profession: Arbitrator

Business address: PO Box 3734

City/State: Lacey, Washington Zip: 98512

Cell Phone (preferred): (360) 790-6433 Information current as of: 7/2015
Telephone: (360) 491-6342
Email: kjlatsch@gmail.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 100+ As interest arbitrator: 10
As mediator: As fact-finder: 3

Employment with impartial labor relations administrative agencies:

Washington Public Employment Relations Commission 7/79 - 7/94 / 11/97 - 12/11.
Capacity or position: Labor Relations Adjudicator/Mediator, Operations Manager,
Records Officer, Special Projects Manager, Field Services Manager

Brief description of industries and issues dealt with:

Industries: Cities, counties, K-12 school districts, community colleges, state agencies, four year institutions, state ferry system, port districts, fire districts, intergovernmental organizations.

Issues: Discipline, discharge, work schedules, leaves, overtime, seniority, benefits, comparability in interest arbitration cases.

OTHER QUALIFYING EXPERIENCE:

Washington Personnel Appeals Board From: 7/94 To: 10/97.
Title or capacity: Executive Secretary

EDUCATIONAL BACKGROUND:

B.A., Political Science (with Honors), University of Montana, 1975.
J.D., Law, Willamette University, 1978.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, State of Montana, Admitted to bar: 1980.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Member of the California PERB Dispute Resolution Panel: 2015
Member of the FMCS Panel: 2012
Member of the Oregon ERB Dispute Resolution Panel: 2012
Member of the Montana Dispute Resolution Panel: 2013

AVAILABILITY:

Grievance arbitration, Interest arbitration, Factfinding.
Constraints on availability: None.

CURRENT FEES:

<u>Hourly or per diem rate:</u>	\$980 per day.
<u>Cancellation fees:</u>	\$490 in the event notice is provided less than 30 days prior to hearing.
<u>Travel/subsistence charges:</u>	Reimbursement for expenses, mileage at the IRS rate. Travel time beyond Skagit, Snohomish, King, Pierce and Thurston County at \$120 per hour.
<u>Other fees charged:</u>	\$120 per hour for mediation – 6 hour minimum.



PUBLIC EMPLOYMENT RELATIONS COMMISSION
112 Henry Street NE, Suite 300, PO Box 40919, Olympia, WA 98504-0919 (360) 570-7300

**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Thomas F. Levak

Current or profession: Arbitrator and Fact-finder and Mediator

Business address: P. O. Box 82639

City/State: Portland, Oregon Zip: 97282-0639

Business Phone: (503) 777-9600 Information current as of: 3/2013
Fax: (503) 774-8967
E-mail: cottylevak@yahoo.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 2600+

As interest arbitrator: 55

As mediator: 15

As fact-finder: 85

Brief description of industries and issues dealt with:

Industries: Federal, state, county and local sectors, airline, construction, manufacturing, transportation, secondary and higher education, mining, steel, aluminum, timber, pulp & paper, hospitals, and others.

Issues: Discharge, seniority, reclassification, and all other areas of contract interpretation; trust cases, including trustee disputes, trust-beneficiary disputes, MEPPA withdrawals.

EDUCATIONAL BACKGROUND:

B.A., Political Science, University of Oregon, 1960.

J.D., Law, Willamette University, 1964 (Editor, Law Review).

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, Admitted to bar, State of Oregon, 1964.

OTHER QUALIFYING EXPERIENCE:

Spears, Lubersky, Campbell & Bledsole From: 6/64 To: 1/67.
 Title or capacity: Labor-management attorney

Carney, Probst & Levak From: 1/67 To: 5/78.
 Title or capacity: Labor-management attorney

Lewis & Clark Law School From: /74 To: /76.
 Title or capacity: Adjunct Professor of Labor Relations Law

City of Eugene, Oregon From: /79 To: /82.
 Title or capacity: Labor Relations Hearings Officials

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators, Member since: 1984.
 Oregon State Bar (Chairman, Section on Labor Relations, 1981-82).

AVAILABILITY:

Grievance arbitration, Interest arbitration, Factfinding.

Constraints on availability: None.

CURRENT FEES:

Labor Arbitration/Mediation: \$1,400 per day.

Cancellation/Postponement Fees: \$1,400 per scheduled day if 12 calendar days' or less notice prior to the first scheduled hearing day; \$700, if more than 12 days but less than 30 calendar days' notice. Other fee arrangements apply to hearings of 3 or more days in length.

Travel/subsistence fees: Actual costs and expenses, including clerical.

Interest Arbitration/Factfinding: \$1,500 per scheduled day.

Cancellation/Postponement Fees: \$1,500 per scheduled day in the absence of 12 days notice prior to the first scheduled hearing day; \$750 per scheduled day, if more than 12 days but less than 30 days notice. Other fee arrangements apply to hearings of 3 or more days in length.

Travel/subsistence fees: Actual costs and expenses, including clerical.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Eric B. Lindauer

Current occupation
or profession: Arbitrator/Mediator/Attorney

Business address: 1000 SW Broadway, Suite 2400

City/State: Portland, Oregon Zip: 97205

Business Phone: (503) 223-2300 Information current as of: 4/2011
FAX: (503) 241-2249
Email: eric@lindauermediation.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases:

As grievance arbitrator: 3000 As interest arbitrator: 150
As mediator: 1150 As fact finder: 30

OTHER QUALIFYING EXPERIENCE:

Appointed by US District Court Judge Marsh From: 1990 To:
Title or capacity: Special Master

State of Oregon From: 1972 To: 1977
Title or capacity: District Court Judge, Pro Tem

Pepperdine University College of Law From: 1987 To: 2009
Title or capacity: Visiting Professor - Mediation and Arbitration

Full Time Arbitrator/Mediator From: 1985 To: Present

EDUCATIONAL BACKGROUND:

B.S., Business Administration, Oregon State University, 1963.
J.D., Law, Willamette University College of Law, 1966.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, Admitted to bar, State of Oregon.
Special Master, US District Court of Oregon.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators, Member since: 1990.
American Arbitration Association.
Oregon Bar Association, Labor Law Section, Member since: 1967.
Society for Professionals in Dispute Resolution, Member since: 1988.
American Bar Association.
Best Lawyers in America – Alternative Dispute Resolution, 2007-2010 editions.

AVAILABILITY:

Grievance arbitration.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$1400 per day, as of October 2010.
Cancellation, etc. fees:	\$1400 if cancelled 1-30 days before hearing date for each day of hearing scheduled.
Travel/subsistence fees:	Reimburse actual expenses.
Other fees charged:	\$50 rebill fee if not paid within 90 days.



PUBLIC EMPLOYMENT RELATIONS COMMISSION
112 Henry Street NE, Suite 300, PO Box 40919, Olympia, WA 98504-0919 (360) 570-7300

**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Lawrence E. Little

Current profession: Arbitrator/Mediator/Attorney

Business address: 7790 NW Wildcat Lake Road

City/State: Bremerton, Washington Zip: 98312

Business Phone: (360) 830-3595 Information current as of: 10/2013
Fax: (360) 830-3596
E-mail: lawrencelittle@wavecable.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 35 As interest arbitrator:
As mediator: 1 As fact-finder:

Employment with impartial labor relations administrative agencies: None

OTHER QUALIFYING EXPERIENCE:

As an attorney in Washington State since 1973 and as an arbitrator since 1984, I have acted as sole arbitrator in about 250 cases; and represented parties before labor and administrative boards and courts in labor matters, and negotiated labor contracts as a labor attorney and as a principal with federal agencies (and the unions representing their employees)(Navy)(AFGE, et al.), state entities (WA State and WA State Ferries)(IBU) and local boards (school district)(WEA).

Skeel McKelvy and Foster, Pepper (Seattle) From: 1973 To: 1975.
Title or capacity: Associate and Trial Counsel

Ellis, Wecker, Hunko and Private Practice (Silverdale) From: 1976 To: 1992.
Title or capacity: Of Counsel, Attorney

Central Kitsap School District From: 1977 To: 1981.
Title or capacity: Board Member 1977-1980; President 1981

U.S. Navy Office of General Counsel From: 1975 To: 2003.
Title or capacity: Counsel and Regional Counsel (Northwest)

Olympic Cascade Services, Inc. From: 2003 To: 2005.
Title or capacity: Partner

Pierce County Superior Court From: 2006 To: Current.
Title or capacity: Pro-Tem Judge

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, Admitted to Bar, State of Washington, 1973.
Attorney, Admitted to Bar, Washington, DC, 2011.

EDUCATIONAL BACKGROUND:

J.D., School of Law, University of Maryland, 1973.
A.B., Politics/History, Princeton University, 1968.
Independent Study on scholarship, Oxford University, 1967.
Taught labor law course at City University.
Have taken courses in arbitration and mediation.

AVAILABILITY:

Grievance arbitration, Fact-finding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1200 per day.

Cancellation, etc. fees: \$1200 per day.

Travel/subsistence fees: Reasonable.

Other fees charged: None.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: M. Zane Lumbley

Current profession: Arbitrator, Mediator, Factfinder

Business address: 14751 N Kelsey Street, Suite 105, PMB 106

City/State: Monroe, Washington Zip: 98272

Business Phone: (360) 568-9393 Information updated: 5/2014
Facsimile: (360) 568-4872
Email: zululilma@msn.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 1800 As interest arbitrator: 40
As mediator: 30 As factfinder: 12

Employment with impartial labor relations administrative agencies:

National Labor Relations Board From: 10/70 To: 4/80
Capacity or position: Field Examiner, GS-9 to GS-13

Brief description of industries and issues dealt with:

Industries: Aerospace, aluminum, atomic energy, automotive, baking, beverage, broadcasting, canning, cement, chemicals, cities, clothing, communications, community colleges, construction, counties, dairy products, education, electrical equipment, entertainment, extractive industries, feed and fertilizer, fire protection, food processing, foundry, furniture, gas and electric power, grocery, health care, heating and ventilation, hotels, household goods moving/storage, instruments and scientific controls, iron and products, law enforcement, lumber, machinery, mail and mailing, manufacturing, maritime, meat packing, metal fabrication, military, newspaper, non-ferrous metals, nuclear power plants, organizations (union, clubs), packaging and container, petroleum, pharmaceutical, plastics, plumbing fixtures, printing and publishing, prisons, public sector (federal, state and local), pulp and paper products, restaurants, retail and chain stores, school districts, seafood processing, service industries, ship building and drydock, steel, textile, transportation, travel, trucking and storage, upholstering, warehousing.

Issues: ADA, agency fee objections, alcohol and drugs, apprenticeship, arbitrability, assignment of work, back pay, bumping, conduct unbecoming, contract reformation, disability, discharge and discipline, discrimination (age, race, sex, and union/EEO activities), education issues, employment disputes, evaluations, excessive force, expedited cases, factfinding, firearms offenses, fringe benefits, grooming standards, interest arbitration, internet abuse, involuntary transfer, job bidding, job classification, layoff and recall, management rights, mediation, pension disputes, performance appraisals, plant closure, polygraph use, premium pay, prison custody/segregation, promotion, seniority, severance pay, sexual harassment, statutory rights, subcontracting, superseniority, teacher tenure, training, unilateral change, union security, unit work, and wages.

EDUCATIONAL BACKGROUND:

BBA, Finance and Accounting, University of Texas at Austin, 1966.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

American Arbitration Association, Member since: 1983.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Factfinding.
No constraints on availability.

CURRENT FEES:

Hourly or per diem rate: \$1400 per day. Study time: \$200 per hour.

Cancellation: \$1400 per scheduled day sixty or fewer days prior to commencement of hearing. \$700 per scheduled day more than sixty days prior to commencement.

Travel/subsistence fees: At prorated per diem rate.

Other fees charged: A 1% discount is allowed on statements paid within seven days of issuance. A service charge of 1% per month is applied to all account balances thirty days old or older. Parties will be billed in proportions they request but are considered jointly and severally liable.

Expenses charged: Ground transportation, fully refundable coach airfare (first class if coach is unavailable), airline change fees (in the event of postponement or cancellation), lodging, meals, secretarial at \$18.00 per hour, copying, telephone, facsimile, postage and other expenses incurred will be billed.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: James A. Lundberg

Current profession: Labor Arbitrator, Attorney

Business address: 2636 11th Avenue E

City/State: Seattle, Washington Zip: 98102-3903

Business Phone: (612) 925-0836 Information current as of: 1/2014
Business Fax: (612) 928-9864
E-mail: jimlundberg@comcast.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 1150+
As mediator:

As interest arbitrator: 30+
As fact-finder: 2

Brief description of industries and issues dealt with:

Experience: Engaged in full time practice as a Labor Arbitrator, since 1995. Practice was divided between labor arbitration, ADR and civil litigation from 1984 through 1995. Interned as Labor Arbitrator and engaged in General Practice of Law, primarily civil litigation 1982-1984.

Industries: Aerospace, agriculture, automotive, asphalt shingle production, aluminum smelting, beverage, baking, building products, broadcasting, canning, chemicals, cement, charitable hospitals, concrete distribution, computer and electronic components, communications, electric utilities, entertainment, secondary education (teachers, administrators and support staff), post secondary education (administrative services and plant services), federal sector, food processing, food distribution, food vendors serving public transportation, fire fighters, foundry, grocery, grain mills, health care, hospitals, hotels, hospitality, just-in-time job shops, state and local law enforcement, administrative, jail and prisons, laboratory research units, machining, maritime, mining, metal fabrication, meat packing, nursing homes, newspaper distribution, office staff, organizations, packaging, paint and varnish, upholstering, petroleum refining, petroleum distribution, paper and pulp, printing, public transportation, police, vending, road construction, restaurant, state and local government, transportation lines, trucking. Federal sector - prisons, weather service, and federal building security.

Issues: Absenteeism, alter-ego corporation, arbitrability, alcohol and drug testing, bargaining unit work, conduct (off duty), computer mis-use, pornography, demotion, discipline (non-discharge), discipline (discharge), discrimination (age, sex, disability, race, national origin), fringe benefits (holidays, insurance, leave of absence, funeral leave, family leave, vacation), health and hospitalization, job performance, job posting and bidding, jurisdiction, layoff, bumping, recall, managements rights, official time, past practice, pension, promotion, safety and health, seniority, sexual harassment, strikes, lockouts, work stoppage, slowdowns, subcontracting, contracting out, tenure, reappointment, union security, theft, wages (cost of

living, holiday pay, incentive pay, out of classification, merit pay, overtime pay, compensatory time off, severance, vacation pay), work hours, schedules, assignments, working conditions, work orders, violence or threats of violence, improper use of chemicals, environmental hazards, Americans with Disabilities, and drug and alcohol issues.

OTHER QUALIFYING EXPERIENCE:

- Conducted about 160 securities arbitrations for the NYSE (1983 to present) and the NASD (1984 to present), including presiding over a five million-dollar claim. [Now known as FINRA]
- Hennepin County (Minneapolis, MN) I was an Arbitrator and Family Court Settlement Referee. In Ramsey County (St. Paul, MN) I worked as a family court Mediator.
- I was part of the NASD's initial attempt to mediate securities claims.

EDUCATIONAL BACKGROUND:

B.A., Political Science, University of Minnesota, 1972.
M.A., Social Studies Education, College of St. Thomas, 1973.
M.A., Special Education, College of St. Thomas, 1976.
J.D., William Mitchell College of Law, 1982.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, State of Minnesota, Admitted to bar: 1982.
Attorney, Federal District Court, Admitted 1972.
Securities Broker, General Securities Series, 1980. [not current]
Certified teacher (K-12 Special Education, Secondary Social Studies), 1972. [not current]

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators.
Industrial Relations Research Association, Oregon chapter.
Minnesota Bar Association (Labor and ADR Sections), member since 1982.
Hennepin County Bar Association, member since 1982.
Society for Professionals in Dispute Resolution, member periodically since 1982.

AVAILABILITY:

Grievance arbitration, Factfinding, Interest Arbitration.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$1000 per day.
Cancellation, etc. fees:	\$1000 for each cancelled hearing date.
Travel/subsistence fees:	Cost of travel from Seattle address and actual costs incurred; mileage at IRS expense rate.
Other fees charged:	Copies, phone, clerical assistance.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: John G. Manley

Current profession: Arbitrator/Mediator

Business address: 6403 Snowview Drive

City/State: Park City, Utah Zip: 84098

Business Phone: (615) 309-6999 Information current as of: 1/2013
Fax: (615) 309-8874
Cell Phone: (615) 260-6127
Email: manleyjg@aol.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 111 As interest arbitrator:
As mediator: 9 As factfinder: 119

Employment with impartial labor relations administrative agencies: None.

Brief description of industries and issues dealt with:

In addition to my current employment as an arbitrator, I have worked in the mining and steel, aluminum and fiberglass manufacturing industries for over twenty-four years. As a manager, counsel, and corporate officer, my experience in labor relations have included labor relations issues, contract negotiations, and grievance/arbitration cases. As a corporate advocate, my experience in arbitration included, but was not limited to, employee benefits, health care benefit plans, discipline, arbitrability, contract interpretation, discrimination, harassment, et al.

OTHER QUALIFYING EXPERIENCE:

Harsco Corporation/IKG From: 9/77 To: 11/98.
Title or capacity: Vice President, Human Resources

Vulcan Materials From: 6/70 To: 3/73.
Title or capacity: Plant Superintendent

EDUCATIONAL BACKGROUND:

B.A., History, Virginia Military Institute, 1964.
MBA, Industrial Management, University of Tennessee. 1978.
J.D., Law, Nashville School of Law, 1987.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Commercial Pilot, FAA, 1968.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

American Bar Association, Member since: 1990.
Industrial Relations Research Association, Member since: 1998.
Association of Conflict Resolution, Member since: 1998.

AVAILABILITY:

Grievance arbitration, Interest Arbitration, Factfinding.

Constraints on availability: Only depends on my case load.

CURRENT FEES:

Hourly or per diem rate:	\$2,000 per day.
Cancellation, etc. fees:	One day cancellation fee after scheduling hearing date.
Travel/subsistence fees:	Standard charged from Seattle.
Other fees charged:	Per diem rate for any research and award time.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Michael Anthony Marr

Current profession: Attorney, Arbitrator, Mediator

Primary address: 111 North King Street, Suite 314, Honolulu, Hawaii 96817
Telephone: (808) 599-5258 Facsimile: (808) 599-5258

Secondary address: 23303 – NE 126th Street, Redmond, WA 98053
Telephone: (425) 898-1250 Facsimile: (425) 898-1250

E-mail: MmarrADR@aol.com Information current as of: 03/2013

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 65 As interest arbitrator: 14 As fact-finder: 4

Employment with impartial labor relations administrative agencies: None.

Brief description of industries and issues dealt with:

Industries: The United States Military (army, air force, and navy), architecture, airlines, aerospace, medical/hospital (public and private), advertising, automotive, bakery, banking, broadcasting, education, communications, construction, engineering, food (manu./proc./service), refuse disposal, energy and nuclear power, entertainment/arts, hotels/motels/casinos/resorts, service employees, machinery, oil, gas, and petrochemicals, public utilities, office workers/clerical, public utilities, teachers, social workers and counselors, printing and publishing, prison guards, police, sheriffs, and firefighters, real estate, shipbuilding/dry docks, transportation, trucking and storage, public bus systems, and restaurants.

Issues: Jurisdiction, arbitrability (procedural and substantive), absenteeism, conduct (off-duty)/personal, demotion, employee discipline (discharge and non-discharge), work rules, 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, promotions, harassment, violence/threats, management rights, unilateral action, complex discovery motions and motions for summary disposition, contract interpretation and construction (using established labor law principles and Washington State contract law cases), NLRB and HLRB (Hawaii Labor Relations Board) deferrals.

OTHER QUALIFYING EXPERIENCE:

State of Hawaii Judiciary From: 04/12 To: Present.
Title or capacity: Trustee, State of Hawaii Supreme Court, Client Protection Fund

EDUCATIONAL BACKGROUND:

B.A., Political Science, University of Washington, 1975.
J.D., Law, University of San Francisco, 1978.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, State of Washington, Admitted to bar: 1979.
Attorney, State of Hawaii, Admitted to bar: 1980.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Washington State Bar Association, Member since: 1979.
Hawaii State Bar Association, Member: 1980.
Society of Federal Labor Relations Professionals, Member since: 2005.
Labor and Employment Relations Association, Member since: 2005.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Fact-finding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	<u>Grievance Arbitration</u> - \$1000 per day for hearing, research and preparation of the opinion and award. A hearing day constitutes any portion up to eight hours. Time for review, research and preparation is prorated. <u>Interest Arbitration and Fact-finding</u> - \$2000 per day (for up to 8 hours). Time for research and preparation is prorated at \$250/hour.
Cancellation, etc. fees:	If the scheduled hearing is cancelled or postponed with at least 30 calendar days notice, there shall be no cancellation fee. If the scheduled hearing is postponed or cancelled with notice of less than 30 days, one-half of the per diem fee for each day of hearing shall be charged but only if replacement arbitration or mediation hearing cannot be scheduled in the place of the cancelled hearing. Despite the fact that a cancellation fee may be owed as set forth above, using equity as a guide, the Arbitrator retains the sole discretion to waive a cancellation fee and on several occasions has done so.
Travel time:	Arbitrator charges the per diem fee for any portion of a travel day up to eight hours. Fee is prorated for travel time. Travel charges begin to accrue from my Washington office located at 23303 – NE 126 th Street, Redmond, WA 98053 to the location of the hearing.
Other expenses:	Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, taxi and lodging. Arbitrator does not charge for food expenses.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Stanley H. Michelstetter II

Current profession: Attorney at Law

Business address: 2680 Blue Aster Boulevard

City/State: Sun Prairie, Wisconsin Zip: 53590-4646

Phone: (608) 825-1414 Information current as of: 11/2012
Fax: (608) 266-1381
Cell: (414) 339-4272
E-mail: stan@stanm.com
Website: www.michelstetter.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 910 As interest arbitrator: 91
As mediator: 1,000 As fact-finder: 40

Employment with impartial labor relations administrative agencies:

Wisconsin Employment Relations Commission From: 1/06 To: Present
Capacity or position: Staff attorney (Administrative law judge/ arbitrator/mediator)

Wisconsin Employment Relations Commission From: 5/72 To: 5/80
Capacity or position: Staff attorney (Administrative law judge/ arbitrator/mediator)

Brief description of industries and issues dealt with:

All public sector including schools, fire and police, utilities, blue and white collar, professional employees at municipal and state level. Federal sector employees, coal, auto manufacturing, textiles, paper, construction, service, and others. I have performed interest arbitration, fact finding, and grievance arbitration. With respect to grievances, I have handled discipline and discharge, job evaluation, assignment, classification, promotion, layoff and bumping, transfer, overtime distribution and pay, union security, wage and benefit, scheduling, pension and other benefit issues, posting and bidding, and discrimination issue arbitrations.

OTHER QUALIFYING EXPERIENCE:

Wisconsin Dept/Industry, Labor & Human Relations From: 1/92 To: 7/93
Title or position: Settlement Conf. Administrator/Admin. Law Judge

Attorney at Law From: 5/80 To: Present
Title or position: Private law practice mainly as labor arbitrator

EDUCATIONAL BACKGROUND:

Math, B.A., University of Wisconsin, 1968.
Law, J.D., University of Wisconsin Law School, 1972.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Wisconsin and Federal bar admission, 1972.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators, Member since: 1984.
Chair, Region 11.
Wisconsin Bar Association, Member since: 1972.
Director, Labor and Employment Law Section.
Industrial Relations Research Association, Member since: 1993.
Chairman, Labor Law Section, 1993.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Fact-finding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1100 per day (minimum one day of hearing). \$150 per hour pre-hearing activity. A per-diem fee is charged for each eight hour day of hearing, study and writing. The full per-diem is charged for all hearing dates. More than one day's per-diem is charged and pro-rated for hearing or travel extending beyond eight hours on a hearing day. Study and writing for less than a full day are pro-rated.

Cancellation, etc. fees: One day, if cancelled or postponed within 20 days of hearing.

Travel/subsistence fees: Mileage (\$.58 per mile). All expenses for hotel, meals, car rental, parking taxicabs, etc. will be billed. All fees and expenses billed from Seattle.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Ronald L. Miller

Current profession: Arbitrator

Business address: P.O. Box 2483

City/State: Corvallis, Oregon Zip: 97339

Business Phone: (541) 752-3175 Information current as of: 3/2011

E-mail: arbmiller@comcast.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 355 As interest arbitrator: 3

As mediator: As fact-finder:

Employment with impartial labor relations administrative agencies: None.

Brief description of industries and issues dealt with:

Industries: Extensive arbitration experience in private and public employment sectors, including: manufacturing, transportation, postal service, state government, and federal government.

Issues: Full range of discipline and contract interpretation issues, including: misconduct, substance abuse, unsatisfactory performance, seniority, employment benefits, work assignment, promotion, wages and hours.

EDUCATIONAL BACKGROUND:

B.A., Syracuse University, Economics-Political Science, 1957.
M.A., University of Pennsylvania, Economics, 1964.
Ph.D., University of Pennsylvania, Economics, 1969.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Industrial Relations Research Association, Member: 1970's.

AVAILABILITY:

Grievance arbitration, Interest arbitration.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1000 per day.

Cancellation, etc. fees: \$1000.

Travel/subsistence fees: Transportation, accommodation, meals.

Other fees charged:



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Jeff J. Minckler

Current profession: Arbitrator, Factfinder

Business address: 420 W. Smith St., Box 209, Kent, WA 98032

Business Phone: (310) 365-3090 Information current as of: 5/28/2015

Email: jeff@minckler.net
Please use e-mail for all communications
Sample decisions & additional information: www.minckler.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 18 As interest arbitrator: 0 As fact-finder: 5

Employment with impartial labor relations administrative agencies: None.

Brief description of industries and issues dealt with:

Issues: Alcohol and drugs, arbitrability (affirmative defenses and timeliness), assignments and reassignments, bidding, classification and pay, crew size, discipline and discharge/termination, dishonesty, due process, evaluations, factfinding (advisory and binding), harassment and violence, insubordination, insurance, layoff, leave benefits and abuse, NLRB ULP deferrals (including those regulated by *Babcock & Wilcox Construction*), off-duty conduct, overtime and premium pay, past practice, performance deficiency, public speech, reduction in force, safety, seniority, training, wage and benefit comparisons.

Industries: Aerospace, airport, ambulance, asphalt, cemetery, chemical, clerical, communications, construction, custodial, education (K-12 and university, certified and classified), electrical (lineman and commercial), fire, food preparation and handling, law enforcement (highway patrol, sheriff, police, 911 dispatch), legal, lumber and plywood, maritime, medical (nursing, health care, laboratory), metal, prison and jail, public works, road and bridge, security, solid waste (hauling, transfer stations and landfill), technology, transportation, trucking, utilities, water and wastewater.

EDUCATIONAL BACKGROUND:

University of Montana
Cornell University Graduate School of Industrial and Labor Relations
AAA University and FMCS Institute
Arizona Attorney General/Supreme Court ADR program.
Federal Mediation and Conciliation Service Institute

OTHER QUALIFYING EXPERIENCE:

AFL-CIO local From: 1973 To: 1974
 Capacity or position: Business Manager & chief negotiator

State of Montana Labor Relations Bureau From: 1974 To: 1979
 Capacity or position: Specialist, Bureau Chief & Governor's Designee

Montana Public Employees Association From: 1979 To: 1982
 Capacity or position: Lead negotiator/case manager

Montana School Boards Association From: 1982 To: 1986
 Capacity or position: Director of Labor Relations

Private practice representation of labor and management in public and private sectors
 From: 1986 To: 2012

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Labor and Employment Relations Association and local chapters
 Association for Conflict Resolution and local chapters
 Washington, California and Montana arbitration and mediation associations

AVAILABILITY:

Grievance and interest arbitration, factfinding.
 Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: Grievance arbitration: \$1,000 per day.
 Interest arbitration and factfinding: \$1,250 per day.

Proceeding: Base fee for only each day used even if excess days were reserved.
 Hours over 8 prorated. No docketing fee or charge for preliminary
 or post-proceeding matters unless they involve disputed or complex
 issues.

Rescheduling: Ticket change fee or cost of nonrefundable ticket and reservation.

Cancellation fees: Ticket change fee or cost of nonrefundable ticket and reservation.
 Base fee for days reserved if vacated 15 or fewer calendar days prior
 to the first scheduled day.

Travel, Study & Writing: Base fee prorated.

Expenses: Transportation, lodging and meals at actual cost; personal auto at
 IRS rate.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Jonathan S. Monat

Current profession: Professor/Labor Arbitrator

Business address: 14240 Interurban South, Suite 248
Tukwila, Washington Zip: 98188

or: 1893 North College Circle
Long Beach, California Zip: 90815

Business Phone: (206) 292-0556 Information current as of: 4/2014
Residence Phone: (562) 594-6132
Fax: (562) 431-9867 E-mail: j.monat@verizon.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 547 As interest arbitrator: 25
As mediator: 1 As fact-finder: 24

Brief description of industries and issues dealt with:

Issues: Absenteeism, arbitrability, work-assignment, demotion, discharge, discipline, job classification, job posting & bidding, layoff, bumping & recall, mergers, consolidated contract terms, overtime, past practice, rate of pay, reporting/call-in/callback pay, safety, scheduling of work, seniority, severance pay, subcontracting, training, transf., vacations & vacation pay, other, FMLA, ADA, discrimination, sexual harassment, others.

Industries: Aerospace, agriculture, airlines, aluminum, automotive, canning, cement, communications, construction, education, federal sector grievance, food, health care, hotel/restaurant, local government, lumber, manufacturing, miscellaneous, mining, petroleum, police & fire, public sector grievance, public sector interest, railroads, retail stores, rubber, service, transportation, utilities, U.S. Postal Service.

EDUCATIONAL BACKGROUND:

Ph.D., Industrial Relations, University of Minnesota.
M.S., Management/Employee Relations, San Diego State University.
B.S., Business Administration, UCLA.

OTHER QUALIFYING EXPERIENCE:

<u>California State University - Long Beach</u>	From: <u>1978</u>	To: <u>2011</u>
Title or position: <u>Professor Emeritus, Department of Management/Human Resources</u>		
<u>Western Washington University</u>	From: <u>1972</u>	To: <u>1978</u>
Title or position: <u>Professor, Personnel/Industrial Relations</u>		
<u>California State University - Hayward</u>	From: <u>1970</u>	To: <u>1971</u>
Position: <u>Assistant Professor, HRM</u>		
<u>Hennepin County, Minnesota, HR Planning Specialist</u>	From: <u>1969</u>	To: <u>1969</u>
Title or position: <u>Manpower Planning Specialist</u>		

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Sr. Professional in Human Resources, Society for Human Resources Management.
 Airline Transport Pilot (ATP) Certificate and Flight Instructor, Federal Aviation Administration.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators.
 Labor and Employment Relations Association.
 Local Industrial Relations Research Association Chapters (Orange County, Northwest).

AVAILABILITY:

Grievance arbitration, Interest arbitration, Fact-finding.
 Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$1500 per diem, hearing, study, and research, for first day. Pro-rated fee for subsequent days.
Cancellation, etc. fees:	One per diem within 14 days of calendared hearing. Half per diem within 21 days of calendared hearing.
Travel/subsistence fees:	All travel based from Seattle, specific expenses of travel, time if more than two hours from Seattle.
Other fees charged:	Airline cancellation fees, hotel cancellation fees.



PUBLIC EMPLOYMENT RELATIONS COMMISSION
112 Henry Street NE, Suite 300, PO Box 40919, Olympia, WA 98504-0919 (360) 570-7300

**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Elinor S. Nelson, Ph.D.

Current occupation
or profession: Arbitrator, Mediator, Factfinder

Business address: 5146 S Forestdale Circle, Dublin, CA 94568

Business Phone/FAX: (925) 560-5659 / (925) 895-4116 Information updated: 2/2012

Fax: (925) 560-5640

Email: emplrel1981@att.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 301 As interest arbitrator: 7

As mediator: 34 As factfinder: 22

Employment with impartial labor relations administrative agencies: None.

Brief description of industries dealt with: Aerospace, aluminum, building products, clerical, coal, construction trades, corrections, public education (K-12, postsecondary, higher education), energy/power, federal government, food, healthcare, housing, hydropower, local government, machinery, manufacturing (miscellaneous), maritime, military, mining, nursing, paper products, packaging, police and fire, state government, transportation, utilities.

Brief description of issues dealt with: Wrongful discharge, discipline, discrimination (ADA, state disability laws, Title VII, VI, IX, ADEA, Rehabilitation Act, sexual harassment, sexual orientation, gender, gender identity, age, religion, ethnicity, national origin, etc.), criminal background, checks and programs, compensation/wages, benefits, discipline, drug and alcohol/substance abuse testing programs and offenses, arbitrability, work rules, sick leave, job evaluation, layoffs, bumping rights, management rights, job classification, job posting and bidding rights, absenteeism, FLSA, FMLA, leaves of absences, seniority, merit pay/issues, contract interpretation, affirmative action, job assignment, benefits, conduct (off duty – on duty, personal, criminal), cost-of-living, training programs, working conditions, union security and business, subcontracting/contracting out, work schedule, retirement, past practices, promotions, wages/rates of pay, safety/health conditions, work schedules, tardiness.

EDUCATIONAL BACKGROUND:

Post-doctoral work: Labor & Employment Law, ADR, St. Louis University, 1983.

Ph.D., University of Minnesota, 1980 (Personnel Administration and Labor Relations/Educational Administration).

M.A., University of Minnesota, 1976 (Personnel Administration and Labor Relations/Educational Administration).

B.A. Magna Cum Laude, Marshall University, 1974 (Speech Communications and Theatre Arts).

OTHER QUALIFYING EXPERIENCE:

The Employment Relationship – An ADR Consulting Firm
 Title or position: President From: 1981 To: Present

St. Louis University From: 8/81 To: 12/86
 Title or position: Professor - Personnel Admin., Labor Relations, Educational Administration

Arbitrator apprenticeship with NAA arbitrators, St. Louis University From: 1981 To: 1983

University of Arizona From: 8/90 To: 7/91
 Title or position: Adjunct Professor - Personnel Admin., Labor Relations, Educ. Administration

University of Minnesota From: 1978 To: 1980
 Position: Directed extensive, collective bargaining project

Bureau of Mediation Services, St. Paul, MN From: 1978 To: 1979
 Title or position: Completed mediation training program

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Administrative and teaching credentials – Superintendent of Schools, Secondary School Principal, Secondary School Teacher.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Industrial Relations Research Association, Member since: 1977.
 American Arbitration Association, Member since: 1981.
 Society for Human Resources Management, Member since: 1983.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Factfinding.
 Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1,500 per diem fee for each hearing day (8 hour day) scheduled including study and research time, award writing and preparation time, travel time and all related travel and office expenses; \$187.50/hour for pre-hearing motions, and pre-hearing administrative time plus all related expenses. No charge for one, simple pre-hearing conference call (max. time, 15 min.) to set a hearing date(s). Docketing fee: \$100; contact for factfinding, mediation rates.

Cancellation, etc. fees: Per diem rate for each hearing day scheduled if less than 14 days notice; one-half per diem for each hearing day canceled if more than 14 days notice. If hearing is postponed and rescheduled with this arbitrator, postponement fee is one-half per diem rate for each hearing day postponed.

Travel/subsistence fees: Per diem as above for 8 hour day, plus expenses.

Other fees charged: \$187.50/hour pre-hearing and case administration time plus all expenses.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Luella E. Nelson

Current profession: Arbitrator, Mediator, Fact-finder

Business address: 4306 NE Mason Street

City/State: Portland, Oregon Zip: 97218-1737

Business Phone: (503) 281-8343 Information current as of: 11/2013
FAX: (503) 281-8493
E-mail: Luella.Nelson@SBCGlobal.Net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 550 As interest arbitrator: 25
As mediator: 220 As fact-finder: 10

Employment with impartial labor relations administrative agencies:

Oregon Employment Relations Board From: 9/03 To: 7/04
Title or position: Public Member

National Labor Relations Board From: 8/76 To: 8/86
Capacity or position: Counsel, Senior Counsel, Field Attorney

New York City Commission on Human Rights From: 9/72 To: 5/73
Capacity or position: Urban Fellow (employed by Mayor's Office)

Brief description of industries and issues dealt with:

Issues: Absenteeism, Affirmative Action, Alcohol/Drug Abuse, Arbitrability of Grievance, AWOL, Bargaining Unit Work, Benefits Denial, Conduct (Off Duty/Personal), Contracting Out, Demotion, Discharge, Discipline, Discrimination, Executive Compensation, Fair Share Fee, Fringe Benefits, Grievance Mediation, Health and Welfare, Insubordination, Job Performance, Job Evaluation, Job Posting/Bidding, Layoff/Bumping/Recall, Management Rights, Mergers/Consolidation etc., New/Reopened Contract Terms, Official Time, Past Practices, Pension, Performance Appraisals, Private Sector Interest, Promotions, Public Sector Grievance/Interest, Rate of Pay, Reassignment, Reduction in Force, Report/ Call-in/Call-Back, Safety, Scheduling of Work, Seniority, Sexual Harassment, Shift Hours, Sick Leave, Subcontracting, Successorship, Tenure/Reappointment, Training, Transfer, Union Business, Union Security, Violence or Threats, Wages (Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification & Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay), Work Hours/Schedules/Assignments, Work Performance, Working Conditions, Wrongful Termination.

Industries: Aerospace, Agriculture, Airlines, Automotive, Bakery, Cement, Chemicals, Communications, Education, Federal Sector Grievance, Feed & Fertilizer, Food (Manufacturing/ Processing/ Service), Grain Mill, Health Care, Hotel/Restaurant, Hospitals/ Nursing Homes, Insurance, Local Government, Manufacturing Misc., Maritime, Meat Packing, Nuclear Energy, Organizations, Packaging, Paint & Varnish, Plastics, Police & Fire, Printing & Publishing, Prison Guard, Pulp & Paper, Retail Stores, Services, Transportation, Trucking & Storage, Utilities, Warehousing.

OTHER QUALIFYING EXPERIENCE:

UMWA Health and Retirement Funds From: 6/74 To: 8/74
Title or position: Hearing Officer

EDUCATIONAL BACKGROUND:

J.D., Law, Harvard Law School, 1976.
 B.S., Cum Laude, Economics and Political Science, Macalester College, 1973.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Admitted to bar, State of Oregon, 1976.
 Admitted to bar, State of California, 1984.
 Admitted to bar, U.S. District Court, N.D. of California, 1984.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

College of Labor and Employment Lawyers, Member since: 2006.
 National Academy of Arbitrators, Member since: 1997.
 Association for Conflict Resolution, Member since: 1984.
 Industrial Relations Research Association, Member since: 1986.
 Bar Association of San Francisco, Member since: 1981.
 American Bar Association, Member since: 1976.
 Multnomah County Bar Association, Member since: 1994.
 Oregon Women Lawyers, Member since: 1991.
 Prof. Org. of Women in Employment Relations, Member since: 1988.

AVAILABILITY:

Grievance arbitration, Factfinding.
 Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$2000 per day for hearing, travel (over 4 hours) research, analysis, and prep of award. \$400 per hour for pre- and post-hearing conferences, motions, etc.
Cancellation, etc. fees:	Per diem for each day scheduled if canceled within 28 days of first day scheduled.
Travel/subsistence fees:	Actual cost from nearest office.
Other fees charged:	For mediation and other non-hearing work, \$500 per hour.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Dan Nielsen

Current profession: Arbitrator and Mediator

Business address: Post Office Box 549

City/State: Lake Bluff, Illinois Zip: 60044-0549

Business Phone: (847) 571-5622 Information current as of: 1/2013
Cell: (847) 571-5622
Email: dan.nielsen.arb@gmail.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 1300 As interest arbitrator: 24 As fact-finder: 1

Employment with impartial labor relations administrative agencies:

Wisconsin Employment Relations Commission 1982–1985 & 1990–2011
Capacity or position: Mediator / Arbitrator / Hearing Examiner

Brief description of industries and issues dealt with:

All aspects of neutral services in public sector labor relations – grievance arbitration, grievance mediation, interest mediation, representation issues, unfair labor practices, complaint conciliation, facilitation of committees and interest based bargains. Private sector grievance arbitration, grievance mediation, interest mediation, and unfair labor practices.

OTHER QUALIFYING EXPERIENCE:

University of Wisconsin - Parkside From: 1986 To: 1990
Title or capacity: Assistant Professor of Labor and Industrial Relations

Private Arbitration Practice From: 1986 To: Present
Title or capacity: Arbitrator

EDUCATIONAL BACKGROUND:

B.S., Labor Economics, University of Wisconsin - Parkside, 1978.
J.D., Law, University of Wisconsin Law School, 1982.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, State of Wisconsin, Admitted to bar: 1982.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators, Member since: 1991.
American Bar Association – Committee on State and Local Collective Bargaining and Labor Law, Member since: 1997.
National Association of Railroad Referees, Member since: 2010.
Association of Labor Relations Agencies (Honorary Life Member), Member since: 1986.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Factfinding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$1250.
Cancellation fees:	One day's per diem for each day cancelled or postponed within 14 days prior to the hearing date. Actual expenses incurred (for example, fees on non-refundable airline tickets).
Travel/subsistence charges:	Travel time within Washington, other than on the date of the hearing. Actual expenses for lodging, transportation, etc.
Other fees charged:	None.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Donald E. Olson, Jr.

Current profession: Labor Arbitrator (1981 - Present)

Business address: 3510 South 7th Street

City/State: Tacoma, Washington Zip: 98405

Business Phone/Fax: (253) 752-7869 Information current as of: 6/2013

E-mail: donaldolsonjr1138@centurylink.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 1500+
As mediator: 10

As interest arbitrator: 15
As factfinder: 23

Employment with impartial labor relations administrative agencies:

Washington Public Employment Relations Commission From: 1978 To: 1979
Capacity or position: Commissioner

Brief description of industries and issues dealt with:

Industries: Aerospace, airlines, aluminum, automotive, bakery, beverage, building products, brewery, broadcasting, canning, cement, chemicals, clothing, communications, construction, dairy, distillery, education, electrical equipment, electronics, feed and fertilizer, food, foundry, glass, grain mill, health care, hotel, hospitals, iron, lumber, machinery, maritime, meat packing, metal fabrication, mining, nuclear energy, office/clerical, organizations, packaging, paint and varnish, petroleum/petrochemicals, pharmaceuticals, plastics, plumbing, police and fire, print and publishing, prison guards, pulp and paper, railroads, refrigeration, restaurants, retail stores, rubber/tire, shipbuilding, sports, steel, textile, transportation, trucking, upholstery, utilities, warehousing, and Federal and State agencies.

Issues: Affirmative action, absenteeism, arbitrability, bargaining unit work, conduct (off-duty)/personal, demotion, discipline (non-discharge), discipline (discharge), age discrimination, disability discrimination, race discrimination, sex discrimination, religion discrimination, nation origin discrimination, drug/alcohol offenses, bonus, holidays, insurance, leave, vacation, grievance/mediation, health/hospitalization, hiring practices, job performance, job posting/bidding, jurisdictional dispute, layoff/bumping/recall, management rights, official time, past practices, pension and welfare plans, pension claim (federal statute), promotions, retirement, safety/health conditions, seniority, sexual harassment, strikes, lockouts, work stoppages, slowdowns, subcontracting/contracting out, tenure/reappointment, union security, wages (cost of living pay, holiday pay, incentive pay, job classifications, overtime), working conditions.

OTHER QUALIFYING EXPERIENCE:

<u>OPEIU, AFL-CIO</u> Title or capacity: <u>Business Manager</u>	From: <u>1965</u> To: <u>1979.</u>
<u>Seattle Human Rights Commission</u> Title or capacity: <u>Commissioner</u>	From: <u>1967</u> To: <u>1969.</u>
<u>City of Burien</u> Title or capacity: <u>Civil Service Commissioner</u>	From: <u>1977</u> To: <u>1979.</u>
<u>ALASCOM, Inc.</u> Title or capacity: <u>Labor Relations Manager</u>	From: <u>1979</u> To: <u>1981.</u>
<u>City of Kent</u> Title or capacity: <u>Director, Human Resources</u>	From: <u>1989</u> To: <u>1994.</u>
<u>Washington State Higher Education Personnel Board</u> Title or capacity: <u>Hearing Officer</u>	From: <u>1988</u> To: <u>1989.</u>

EDUCATIONAL BACKGROUND:

LLB, Law, LaSalle University.
 B.A., Labor Studies, Antioch University.
 Masters, Public Administration, City University.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Industrial Relations Research Association.

AVAILABILITY:

Grievance arbitration, Factfinding.

CURRENT FEES:

Per diem is \$1500 a day. A hearing day is no more than eight hours and each hearing day scheduled will be billed at the full per diem. The per diem rate will apply to time spent in study, research or decision drafting.

Cancellation, etc. fees: A one day fee (\$1500) will be charged when a scheduled hearing day is canceled 45 days or less from its scheduled commencement. The cancellation fee will apply separately to each day which has been reserved for hearing.

Travel/subsistence fees: Time spent in travel to and from a hearing will be billed at the per diem rate. However, travel time on hearing days will only be billed for that period of time in excess of eight hours spent in hearing and travel combined.

Other fees charged: Secretarial, hotel, meals, and transportation costs will be billed on the basis of cost incurred.



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DISPUTE RESOLUTION PANEL
MEMBER INFORMATION

Name: James M. Paulson

Current profession: Arbitrator

Business address: 6782 Salmon Beach Road

City/State: Anacortes, Washington Zip: 98221

Business Phone: (360) 588-8031 Information current as of: 4/2011
Business Fax: (360) 770-4956
E-mail: jmp@jmpaulson.com
Website: www.jmpaulson.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 15

Employment with impartial labor relations administrative agencies: None.

Brief description of industries and issues dealt with:

Issues: Absenteeism, affirmative action, arbitrability, bargaining unit work, conduct (off-duty/personal), demotion, discipline (non-discharge), discipline (discharge), discrimination (age, disability, race, sex, religion, national origin, sexual orientation), drug/alcohol offenses, fringe benefits (bonus, holidays, insurance, leave, vacation), grievance mediation, job performance/evaluation, job posting/bidding, jurisdictional dispute, layoffs/bumping/recall, management rights, union business leave, past practices, pension and welfare plans, pension claims, promotion, retirement, safety, seniority, sexual harassment, strikes/work stoppages/slow downs, subcontracting/contracting out, tenure, union security, wages (cost-of-living, holiday pay, incentive pay, job classification & rates, merit pay, overtime pay, vacation pay), work.

Industries - public: School teachers, school department heads and principals, school custodians, school cafeteria workers, police officers, police sergeants, lieutenants and captains, firefighters, fire lieutenants and captains, production and maintenance workers, department of public works.

Industries - private: *Manufacturing* (aerospace, automotive, beverage, chemicals, clothing, electrical equipment/appliances, electronics, food, foundry, furniture, iron, machinery, metal fabrication, packaging, petroleum/petrochemicals, pharmaceuticals, plastics, plumbing, printing/publishing, pulp/paper, railroads, refrigeration/HVAC, rope, rubber, shipbuilding/dry-dock, steel, stone/quarry, textile, upholstery); *Utilities* (electric, gas, propane, nuclear); *Retail* (department store, super market, specialty stores); *Banking*; *Insurance*; *Beverage*; *Education*; *Health care/Hospitals*; *Construction*; *Transportation*; *Communications* (telephone, radio, television); *Entertainment*; *Office workers/ Clerical*; *Restaurants*; *Trucking*; *Warehousing*.

OTHER QUALIFYING EXPERIENCE:

<u>Morgan, Brown & Joy, LLP</u>	From: <u>7/76</u> To: <u>12/04</u> .
<u>Title or capacity: Partner/Management Advocate</u>	
<u>Morgan, Brown & Joy, LLP</u>	From: <u>6/73</u> To: <u>6/76</u> .
<u>Title or capacity: Associate/Management Advocate</u>	
<u>Angoff, Goldman, Manning & Pyle</u>	From: <u>7/69</u> To: <u>6/73</u> .
<u>Title or capacity: Union Advocate/Associate</u>	

EDUCATIONAL BACKGROUND:

B.A., Political Science, George Washington University, 1966.
J.D., Law, Boston University School of Law, 1969.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, Commonwealth of Massachusetts, Admitted to bar: 1969.
Attorney, State of Washington, Admitted to bar: 2005.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

American Bar Association Labor & Employment Law Section, Member since: 1969.
ABA Labor & Employment Law Section, ADR Committee, Member since: 1974.
Massachusetts Bar Association Labor & Employment Section (former Chairman),
Member since: 1969.

AVAILABILITY:

Grievance arbitration.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1,000 per day. Hearing time beyond eight hours is \$125 per hour.

Cancellation, etc. fees: If less than three calendar weeks (21 days), the per diem fee shall be charged if another matter cannot be set in its place.

Travel/subsistence fees: If hearing time plus travel time exceeds eight hours in one day, travel time is \$60 per hour. Mileage is the IRS rate.

Other fees charged: Docketing fee (\$100); opinion writing and research time (\$100 per hour).

Actual cost of reasonable expenses is charged, including items such as airfare, car rental, food and lodging. Actual expenses for copying, phone and similar expenses are charged.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Kenneth J. Pedersen

Current profession: Arbitrator

Business address: PO Box 15164

City/State: Seattle, Washington Zip: 98115-9998

Business Phone: (425) 202-5835 Information current as of: 9/2012

Email: ken@pedersenadr.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: As interest arbitrator: As fact-finder:

Employment with impartial labor relations administrative agencies: None

Brief description of industries and issues dealt with:

Issues: Absenteeism, discipline & discharge, sexual harassment, past practice, subcontracting, seniority, jurisdiction, etc.

Industries:

As advocate, public sector: counties and cities, ferry system, education, nuclear power, state printing, University of Washington, public utility, irrigation districts, courts.

Private sector: bakery, beverage, construction, food processing, health care, lumber products, maritime, metal fabrication, nuclear, research & development, retail, ship repair and ship building, transportation, trucking, warehouse.

OTHER QUALIFYING EXPERIENCE:

Reid, Pedersen, McCarthy & Ballew, LLP From: 1985 To: 2010.
Title or capacity: Associate/Partner

Critchlow & Williams From: 1980 To: 1985.
Title or capacity: Associate

EDUCATIONAL BACKGROUND:

B.A., English literature, Gonzaga University, 1977.
J.D., Law, Seattle University, 1980.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney at Law, Washington State Supreme Court, Admitted to bar: 1980.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Washington State Bar Association, Member since: 1980.
Labor and Employment Relations Association (LERA).

AVAILABILITY:

Grievance arbitration, Factfinding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1200 per day. Each scheduled day billed full per diem. Applies to study, research and drafting.

Cancellation fees: \$1200 when scheduled hearing day cancelled 14 days or fewer before hearing date. One-half daily per diem for matters cancelled more than 14 days before the start of scheduled hearing. Hearings scheduled for three or more days, when cancelled more than 14 days before hearing, charged half-day per diem per day.

Travel/subsistence charges: Hotel, meals, transportation costs, parking, and similar charges billed on the basis of cost incurred. Air fare charged at lowest fully refundable fare at time of booking. Mileage charged at current IRS rate.

Other fees charged: Customary administration expenses billed on the basis of costs incurred.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Dean Peterson

Current occupation
or profession: Attorney at Law

Business address: 17416 Albany Street SW

City/State: Rochester, Washington Zip: 98579

Business Phone: (360) 273-8184 Information current as of: 12/2012
E-mail: rdeanp@aol.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 10 As interest arbitrator:
As mediator: As fact-finder:

Employment with impartial labor relations administrative agencies: None

OTHER QUALIFYING EXPERIENCE:

Weyerhaeuser Company From: 1968 To: 2001.
Title or capacity: Labor and Litigation Counsel

Other: Acted as sole or principal advocate in hundreds of labor arbitration cases, approximately 50 NLRB proceedings, many state and federal trial court and appeals in several states and federal district and appeals courts. Most of my litigation experience involved labor and employment issues.

EDUCATIONAL BACKGROUND:

B.A., Philosophy, University of Minnesota, 1960; Magna cum laude, Phi Beta Kappa.
LLB, Law, University of Minnesota, 1963.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, State of Washington, Admitted to bar: 1968.
Attorney, State of Illinois, Admitted to bar: 1963.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Washington State Bar Association, Member since: 1968-2012.

AVAILABILITY:

Grievance arbitration, Factfinding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$700 per day.
Cancellation, etc. fees:	Half day for day of hearing.
Travel/subsistence fees:	Actual expenses.
Other fees charged:	None.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: C. Allen Pool

Current profession: Labor Arbitrator, Mediator, Fact-finder

Business address: P.O. Box 2591

City/State: Monterey, California Zip: 93942-2591

Business Phone/fax: (831) 372-4138 Information current as of: 5/2014

E-mail: allenpool@comcast.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 215 As interest arbitrator: 2
As mediator: 1 As fact-finder: 5

Brief description of industries and issues dealt with:

Industries: Agriculture, (Public Sector: Federal, State, County, City, Public Schools, Superior Court, California State University), Electrical, Furniture, Mining, Lumber, Packaging, Transportation, Electronics, Communication, Metal Fabrication, Hospitals, Nursing Home, Health Care, Public Safety (Police & Fire), Beverage, Hotel, Restaurant, Food Processing, U.S. Postal Service, Warehouse & Trucking, DoDD Schools - Pacific Region, Mandatory Mediation/Arbitration California ALRB, Railroad, Petroleum (Oil).

Issues: Wages, Benefits, Pay Differential, Supplemental Pay, and Medical Coverage, FMLA.

Interest arbitration and fact-finding: Public Schools, State, County, and Law Enforcement, California ALRB.

OTHER QUALIFYING EXPERIENCE:

Monterey Bay Teachers Association From: 1981 To: 1983.
Title or capacity: Chief Negotiator

Golden Gate University From: 1983 To: Present.
Title or capacity: Adjunct Professor

University Hearing Officers and Fact-finding, University of California at Davis

Title or capacity: Trainer

California Industrial Welfare Commission

Title or capacity: Chairperson, Wage Board Hearing

EDUCATIONAL BACKGROUND:

B.A., History, Arizona State University, 1958.

M.A., School Administration/Supervision, Arizona State University, 1962.

Ph.D., Management Science and Labor Relations, University of Houston, 1981.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Labor and Employment Relations Association, Member since: 1985.

Society for Professionals in Dispute Resolution, Member since: 1985.

State Bar of California, Labor and Employment Law Section, Member since: 1993.

National Academy of Arbitrators, Member since: 2006.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Fact-finding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$2200 per diem.

Effective August 1, 2014: \$2400 per diem.

One per diem is charged for each 7 hours spent in preparation, study, and writing of the Award/Opinion.

Cancellation, etc. fees: One per diem for each scheduled hearing day if cancelled or postponed within 20 working days of each scheduled hearing date(s).

Travel/subsistence fees: The Arbitrator charges actual cost of reasonable expenses, including airfare (normally a refundable ticket), car rental, food, and lodging. No travel charges if travel time is less than four hours. \$1500 per day will be charged if extensive travel time is required.

Other fees charged:



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: William F. Reeves

Current profession: Arbitrator/Fact-finder

Business address: 681 A Street

City/State: Ashland, Oregon Zip: 97520

Business Phone: (541) 621-0254 Information current as of: 12/2011
Business Fax: (541) 552-1139
E-mail: wreeves@ccountry.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 150+ As interest arbitrator: 4
As mediator: 1 As fact-finder: 1

Brief description of industries and issues dealt with:

Issues include: Absenteeism, alcohol and drug abuse, arbitrability, contract interpretation, disability benefits, discipline and discharge, discrimination, holiday and holiday pay, leave, job performance, job posting/bidding, layoffs/bumping, management rights, promotions, scheduling of work, shift hours, subcontracting, layoffs, transfers, premium pay, vacation and travel time.

Industries include: Communications, construction, education, hospital/healthcare, public sector (public works, sanitation, correction, education, police and fire, general government), hotel and restaurant, newspaper, trucking, university, utilities, and railroads, food/meat processing. Published arbitration awards at 120 LA 1217; 119 LA 1341; 119 LA 1109; 119 LA 279; 118 LA 83; 117 LA 1187; 115 LA 1418; 115 LA 1100; 121 LA 915; 121 LA 1121; 122 LA 656; 122 LA 1520; 123 LA 10; 123 LA 786; 124 LA 24; 124 LA 716, 125 LA 833; 125 LA 1317; 126 LA 620; 126 LA 833; 126 LA 1583; 127 LA 1738; 128 LA 628; 128 LA 1404; 128 LA 1780; 129 LA 449; 129 LA 970.

OTHER QUALIFYING EXPERIENCE:

Associated General Contractors of Alaska From: 1982 To: 1989
Title or capacity: General Counsel

Alaska Workers Compensation Board From: 1980 To: 1982
Title or capacity: Hearing Officer (ALJ)

Alaska OSHA Review Board From: 1980 To: 1982
Title or capacity: Hearing Officer (ALJ)

<u>Joint labor/management trusts (multiple)</u> Title or capacity: <u>Management trustee</u>	From: <u>1982</u> To: <u>1989</u> .
<u>Anchorage Police and Fire Retirement Board</u> Title or capacity: <u>Hearing Officer (ALJ)</u>	From: <u>1996</u> To: <u>1998</u> .
<u>Healy Clean Coal Project (Healy, Alaska)</u> Title or capacity: <u>Chairman, Disputes Review Board</u>	From: <u>1995</u> To: <u>1999</u> .
<u>Anchorage, Alaska Planning & Zoning Comm.</u> Title or capacity: <u>Member (Chair, 1996 & 1997)</u>	From: <u>1990</u> To: <u>1997</u> .

EDUCATIONAL BACKGROUND:

B.A., Economics, Whitman College, 1967.
MBA, Business, University of Alaska, 1972.
J.D., Law, Gonzaga University, 1975.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney (Retired Status), State of Alaska, Admitted to bar: 1975.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Alaska Bar Association, Member since: 1975.
American Arbitration Association, Member since: 1996.
Labor and Employment Relations Association, Member since: 1996.
American Bar Association, Member since: 1975.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Factfinding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$1,400 per hearing or travel day. Travel based from Ashland, Oregon.
Cancellation, etc. fees:	A one-half (½) day per scheduled hearing day for cancellations or postponements noticed more than 30 days before the scheduled hearing. One (1) day per scheduled hearing day if less than 30 days notice.
Travel/subsistence fees:	All reasonable travel and other out-of-pocket expenses reimbursed as documented by receipts except for meals which are limited to \$70 per diem.



PUBLIC EMPLOYMENT RELATIONS COMMISSION
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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Andrew M. Roberts

Current profession: Arbitrator

Business address: 2607 NE 18th Avenue

City/State: Portland, Oregon Zip: 97212

Cell Phone: (608) 212-6844 Information current as of: 11/2014
Email: strebor50@charter.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 150 As interest arbitrator: 20 As fact-finder: 0

Employment with impartial labor relations administrative agencies:

Wisconsin Employment Relations Commission From: 1982 To: 1987
Capacity or position: Arbitrator/Mediator/Hearing Examiner

Brief description of industries and issues dealt with:

Private and public sector: Rights and interest arbitration disputes, discipline, discharge, job performance, absenteeism, jurisdictional, pension/welfare plans, job classification, promotion, retirement, cost-of-living pay, working conditions, safety age discrimination.

OTHER QUALIFYING EXPERIENCE:

Wisconsin Education Association Insurance Trust From: 1987 To: 1989.
Title or capacity: Human Resources Manager

EDUCATIONAL BACKGROUND:

M.A., Labor Relations, University of Minnesota, 1981.
J.D., Law, University of Wisconsin, 1978.
B.A., Economics and Psychology, University of Wisconsin – Milwaukee, 1975.
Certified Employee Benefits Specialist, Wharton School.
International Employee Benefits Association.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, State of Wisconsin, Admitted to bar: 1978.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

State Bar of Wisconsin, Member since: 1978.

AVAILABILITY:

Grievance arbitration, Interest arbitration.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1000 per day.

Cancellation fees: \$500 (15 – 28 days notice); \$800 (14 days notice or less).

Travel/subsistence charges: IRS mileage rate; travel time; lodging and meals.

Other expenses:



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Paul D. Roose

Current profession: Arbitrator and Mediator / Golden Gate Dispute Resolution

Business address: 1300 Clay Street, Suite 600

City/State: Oakland, California Zip: 94612

Business Phone: (510) 466-6323 Information current as of: 7/2015

Email: paul.roose@ggdr.net

Web address: www.ggdr.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

Grievance arbitration: 15 Interest arbitration: 4 Factfinding: 14

Employment with impartial labor relations administrative agencies:

California State Mediation & Conciliation Service From: 1998 To: 2012
Capacity or position: Mediator / Supervisor (Chief)

Brief description of industries and issues dealt with:

Entire public sector in California; hotel, convention services, healthcare, private sector, all issues as mediator.

Discipline, personnel files, arbitrability as arbitrator.

OTHER QUALIFYING EXPERIENCE:

SEIU Local 250 Healthcare Workers From: 1991 To: 1997.
Title or capacity: Field Representative / Lead Field Representative

National Association of Letter Carriers From: 1983 To: 1991.
Title or capacity: President (Full-time)

EDUCATIONAL BACKGROUND:

B.A., History, Swarthmore College, 1974.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Mediator, Humbolt State University: 1999.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Association for Conflict Resolution, Member since: 2012.

Alternative Dispute Resolution/Northern California, Member since: 2009.

Labor & Employment Relations Association/Northern California, Member since: 2007.

AVAILABILITY:

Grievance arbitration, Interest arbitration, and factfinding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1200 per diem for hearing, \$200 per hour for review and writing time.

Cancellation fees: \$600 per diem unless cancelled at least 28 days in advance.

Travel/subsistence charges: No charge for travel time. Expenses billed from Ashland, Oregon.

Other expenses:



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DISPUTE RESOLUTION PANEL
MEMBER INFORMATION

Name: Philip P. Salamone

Current profession: Ad Hoc Arbitrator

Business address: 7111 Wall Street
Schofield, Wisconsin 54476

Business Phone: (715) 297-4970 Information updated: 4/2013
E-mail: philsalamone@hotmail.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: As interest arbitrator:

As mediator: As fact-finder:

Employment with impartial labor relations administrative agencies: None.

OTHER QUALIFYING EXPERIENCE:

Upper Iowa University From: 10/05 To: Present
Title or capacity: Adjunct Faculty - Labor Relations

Independent Employer Representative From: 2008 To: 2011
Title or capacity: Represented local public employers in labor disputes (contracted ad hoc)

AFSCME - Council 40, AFL-CIO (Wisconsin) From: 6/86 To: 4/06
Title or capacity: Staff Representative

United Auto Workers, Local 95 From: 1980 To: 1986
Title or capacity: Executive Board Member; Facilitator, Quality of Worklife Program; Instructing Fellow; Staff Intern, Research Department; Classification Hearing Officer

Brief description of industries and issues dealt with:

1978 - 1986: Automobile (UAW).

1986 - 2000: Public sector (cities, towns, villages, counties, school district support staff).

EDUCATIONAL BACKGROUND:

MS, University of Wisconsin, Industrial Relations (emphasis on collective bargaining).
1978.

BS, State University of New York, Political Science, 1973.

AVAILABILITY:

Grievance arbitration, Fact-finding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$850 per eight-hour day.

Cancellation, etc. fees: \$850 per eight-hour day or part thereof for hearing, preparation and travel. Research is prorated based on an eight-hour day. \$850 if scheduled hearing is cancelled with notice of less than 14 days.

Travel/subsistence fees: Travel which occurs outside the actual day of hearing is pro-rated at the per diem rate. All travel expenses are billed from Schofield, Wisconsin, address, and interim billing is used in cases involving air travel or multiple hearing days.

Other fees charged: None.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Shelly C. Shapiro

Current profession: Mediator, Arbitrator, Fact-finder, Attorney at Law

Business address: 4616 25th Avenue NE, #128

City/State: Seattle, Washington Zip: 98105-4183

Business Phone: (206) 390-7802 Information current as of: 3/2013
FAX: (206) 528-9933
E-mail: shellyshap@comcast.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 100

As interest arbitrator:

As mediator: 30

As fact-finder: 1

Employment with impartial labor relations administrative agencies: None.

OTHER QUALIFYING EXPERIENCE:

Davis Wright Tremaine From: 9/78 To: 6/96.
Title or capacity: Attorney (Admitted to partnership, 1984)
Practice focused on employment law, and included extensive experience counseling clients regarding negotiation and administration of collective bargaining agreements, as well as representing clients in mediations and arbitrations. Handled matters before the National Labor Relations Board, the Equal Employment Opportunity Commission, the Washington State Human Rights Commission and the Seattle Human Rights Department.

EDUCATIONAL BACKGROUND:

B.S., Journalism, Boston University, 1973.

J.D., Law, Washington University, St. Louis, 1978.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, State of Washington, Admitted to bar: 1978.
Professional Mediation Skills Training Certificate, University of Washington Law School, 1996.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Washington State Bar Association (since 1978)
King County Bar Association (1978 – 2009); Labor & Employment Law Section (Section Trustee and Secretary: 2002 to 2008).

AVAILABILITY:

Grievance arbitration, Factfinding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$1400 per day.
Cancellation, etc. fees:	Per diem charged for cancellations or postponements within 10 business days of a scheduled hearing. One-half per diem charged for cancellations or postponements less than 60 (and more than 10) business days before a hearing. Cancellation fees will be waived if a case is subsequently scheduled on cancelled dates.
Travel/subsistence fees:	Mileage, airport transfers, rental car, and/or coach air fare charged.
Other fees charged:	Lodging, meals, as well as certain copying, delivery and long distance charges, itemized and billed.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Sylvia P. Skratek

Current profession: Mediator/Arbitrator

Business address: 3028 Western Avenue, Suite 405
Seattle, Washington 98121

Business Phone: (206) 269-0713 Information updated: 9/2014
Fax: (206) 260-8841
E-mail: Skratek@naarb.org Website: www.skratek.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 350+ As interest arbitrator: 10
As mediator: 500+ As fact-finder: 5

Employment with impartial labor relations administrative agencies: None.

OTHER QUALIFYING EXPERIENCE:

Mediation Research & Education Project, Inc. From: 1990 To: Present
Title or capacity: Vice President

NW Center for Conciliation/Resolutions Int'l From: 9/86 To: 1998
Title or capacity: Director/Partner

Washington Education Association From: 6/81 To: 12/88
Title or capacity: Contract Administrator

Michigan Education Association From: 3/79 To: 6/81
Title or capacity: UniServ Director

University of Washington, Central Washington University, Eastern Washington University,
Antioch University From: 1986 To: 1995
Title or capacity: Adjunct Professor

EDUCATIONAL BACKGROUND:

BS, English/Library Science, Wayne State University, 1971.
MLS, Library Science, Western Michigan University, 1975.
PhD, Public Sector Labor Relations, University of Michigan, 1985.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators, Board of Governors.
Industrial Relations Research Association.
Society for Professionals in Dispute Resolution.
American Arbitration Association.
Arbitrators Association of British Columbia.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Fact-finding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$1750 per day for arbitration. \$1950 per day for mediation.
Cancellation, etc. fees:	One-half day fee* will be charged when cancellation is received after a hearing date has been scheduled and 30 days prior to the scheduled session. One day fee* will be charged when cancellation is received within 30 days of the scheduled session. All postponements will be billed in accordance with the cancellation fee schedule.
Travel/subsistence fees:	En route and relative to dispute resolution activities only, at \$100 per hour, not to exceed \$800 in any 24 hour period.
Other fees charged:	Secretarial, hotel, meals, transportation and reproduction costs will be billed on the basis of cost incurred.



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DISPUTE RESOLUTION PANEL
MEMBER INFORMATION

Name: David W. Stiteler

Current profession: Arbitrator - Fact-finder - Hearing Examiner

Business address: 4676 Commercial Street SE, #364

City/State: Salem, Oregon Zip: 97302

Business Phone: (503) 949-5681 Information current as of: 3/2013

E-mail: d.w.stiteler@comcast.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 100+ As interest arbitrator: 3
As mediator: As fact-finder: 5

Employment with impartial labor relations administrative agencies:

Oregon Employment Relations Board From: 4/96 To: 9/03
Capacity or position: Chair (7/97-7/03); Board Member (4/96-7/97; 7/03 - 9/03)

Oregon Employment Relations Board From: 2/92 To: 4/96
Capacity or position: Administrative Law Judge

Brief description of industries and issues dealt with:

Industries: Public schools, law enforcement, corrections, fire departments/districts, cities, counties, special districts, race tracks, humane societies, retail stores, shipyard/drydock, warehouse, bakery, clothing, communications, container/packaging, entertainment/arts, federal sector, mass transit, sanitation/waste management, transportation, utilities.

Issues: Work hours, physical testing standards, drug testing, just cause, contracting out, merit pay, differential pay, seniority, layoff/recall, discipline, discharge, holiday bonus, assignment of work, past practices, safety/health, retirement, working conditions, scheduling, off-duty conduct, performance, ability, absenteeism, bargaining unit work, benefits, demotion, fair share fee, insurance, hiring, insubordination, classification, personal conduct, management rights, overtime, promotion.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, Admitted to Bar, State of Wyoming, 1975.
Attorney, Admitted to Bar, State of Montana, 1976.

OTHER QUALIFYING EXPERIENCE:

Montana Public Employees Association From: 5/80 To: 1/92.
Title or capacity: Attorney

Montana Department of Administration From: 7/76 To: 5/80.
Title or capacity: Attorney, Personnel Division

Montana Department of Administration From: 10/75 To: 7/76.
Title or capacity: Labor Relations Specialist, Personnel Division

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Labor and Employment Relations Association.
Oregon State Bar Labor and Employment Section.
Association for Conflict Resolution.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Factfinding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1,100 per day for hearing, study, writing, and travel time. Study, writing prorated.

Cancellation, etc. fees: \$1,100 for each scheduled date, if 21 days or less in advance.

Travel/subsistence fees: Actual reasonable costs for transportation, meals, lodging. Personal vehicle mileage billed at IRS rate.



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DISPUTE RESOLUTION PANEL
MEMBER INFORMATION

Name: Philip Tamoush

Current profession: Arbitrator, Factfinder, Mediator

Business address: Post Office Box 1128, Torrance, CA 90505-0128

Business Phone: (800) 747-9245 Information current as of: 1/2014
FAX: (888) 412-0628
E-mail: philip@tamoush.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 1500 As interest arbitrator: 20
As mediator: 15 As fact-finder: 150

Employment with impartial labor relations administrative agencies:

California Education Employment Relations Board From: 4/76 To: 4/77
Capacity or position: Ad Hoc Hearing Officer

Brief description of industries and issues dealt with as arbitrator:

Industries: I have acted as Labor Relations Grievance/Discipline Arbitrator in most major industries, including oil, aerospace, trucking, health services, mining, airlines, chemical, rubber restaurant, telephone, manufacturing, and in every governmental level, including federal agencies, U.S. Postal Service, school and special districts, cities, counties, higher education, state government. I have been a negotiations Impasse Mediator, Factfinder and Interest Arbitrator in the public sector, including police, fire, schools, federal and postal agencies, and state government and higher education.

Issues: All issues in both “rights” (grievance) and “interest” (impasse), discipline/discharge, contract interpretation, safety, medical, wages, leaves of absence, transfers, layoffs and reductions-in-force, union agency fee disputes, employee benefits, pensions, class size, attendance, absence, etc. “Public” issues include securities, attorney fee, rent control, automobile “lemon law”.

OTHER QUALIFYING EXPERIENCE:

<u>County of Los Angeles</u>	From: <u>8/61</u> To: <u>11/70</u> .
Title or capacity: <u>Personnel/Labor Relations Administrator</u>	
<u>Institute of Industrial Relations, UCLA</u>	From: <u>11/70</u> To: <u>4/76</u> .
Title or capacity: <u>Training/Education Administrator</u>	
<u>UCLA, UC Davis and California State University</u>	From: <u>1/73</u> To: <u>6/82</u> .
Title or capacity: <u>Adjunct Professor/Instructor</u>	

EDUCATIONAL BACKGROUND:

B.S., Business Administration, UCLA, 1959.
M.B.A., Industrial Relations, UCLA, 1961.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Educator, Community College Teaching, State of California, 1965.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators, Member since: 1982.
Labor and Employment Relations Association, Member since: 1959.
American Arbitration Association, Member since: 1976.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Fact-finding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1500 per day (hearings & deliberations/writing), or as negotiated.

Cancellation, etc. fees: \$1500 per day for less than three weeks notice of any cancellation/postponement.

Travel/subsistence fees: Travel reimbursement from Seattle or Portland, depending on location of hearing, unless the parties have any other travel reimbursement agreement.

Other fees charged:



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: John W. Tapp

Current profession: Arbitrator

Business address: 2210 32rd Avenue South

City/State: Seattle, Washington Zip: 98144

Business Phone: (206) 722-4058 Information current as of: 4/2011
Cell Phone: (206) 251-1444
Fax: (206) 722-2264
E-mail: jwtsays@yahoo.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 12 As interest arbitrator:
As mediator: 50 As fact-finder: 3000

Employment with impartial labor relations administrative agencies:

U.S. Merit Systems Protection Board (NSPB) From: 11/80 To: 10/05
Capacity or position: Administrative Judge

OTHER QUALIFYING EXPERIENCE:

Federal Public Defender From: 1974 To: 1980.
Title or capacity: Trial and Appellate Attorney

EDUCATIONAL BACKGROUND:

- JD, Law, Wayne State University, 1974.
- M.Ed., Guidance Counseling and Student Personnel/Administration, Ohio State University, 1968.
- BA, History, Denison University, 1966.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Law, State of Michigan, Admitted to bar: 1974.

AVAILABILITY:

Grievance arbitration and Fact-finding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1,000 per day.

Cancellation, etc. fees: \$1,000 per day charged for each hearing day cancelled, if cancellation notice is given fewer than 14 days prior.

Travel/subsistence fees: Actual cost of reasonable expenses, including airfare or auto mileage (applicable IRS mileage rate), car rental, food, lodging or incidental expenses.

Other: No charge for travel time.



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DISPUTE RESOLUTION PANEL
MEMBER INFORMATION

Name: Herman Torosian

Current occupation
or profession: Arbitrator, Mediator and Factfinder

Business address: 10360 East North Ranch Gate Road

City/State: Scottsdale, Arizona Zip: 85255

Business Phone: (608) 231-2572 Information updated: 8/2013
Email: toroh@charter.net

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 1100 As interest arbitrator: 45
As mediator: 800 As factfinder:

Employment with impartial labor relations administrative agencies:

Wisconsin Employment Relations Commission From: 2/67 To: 7/97
Capacity or position: Commissioner (Chairman for part of tenure)

Brief description of industries and issues dealt with:

Industries: State, counties, cities, school districts, fire, police, construction, manufacturing, dairy, shipbuilding, trucking, packaging, health care, and communication.

Issues: Discharge and discipline, absenteeism, alcohol and drug abuse, arbitrability, bargaining unit work, holiday and vacation pay, bumping and recall, management rights, overtime, past practice, subcontracting, transfer, strike and lockout, incentive rates, and work assignments.

EDUCATIONAL BACKGROUND:

University of Wisconsin, J.D., Law, 1967.
University of Wisconsin, B.S., Economics, 1963.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, Admitted to Bar, State of Wisconsin, 1967.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators, Member since: 1975.
State Bar of Wisconsin, Member since: 1967.

AVAILABILITY:

Grievance arbitration, Fact-finding, Mediation.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1200 per day or part thereof spent in hearing or travel.

Cancellation, etc. fees: One day per diem if canceled within 14 days. Also, charges for canceled motel/hotel reservations and airline change fees.

Travel/subsistence fees: Travel up to maximum of \$500, plus all other expenses (lodging, meals, and rental car).

Other fees charged: Typing.



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DISPUTE RESOLUTION PANEL
MEMBER INFORMATION

Name: Pilar Vaile

Current profession: Arbitrator, Mediator, Hearing Examiner

Business address: 215 Central SW, Suite 3C, Albuquerque, New Mexico 87102

Business Phone: (505) 247-0802 E-mail: pilar@pilarvailepc.com
Cell: (505) 977-1304 Website: www.pilarvailepc.com
Fax: (505) 247-2775 Information updated: 2/2013

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 28 As interest arbitrator: 1 As fact-finder: approx. 250

Employment with impartial labor relations administrative agencies:

New Mexico Public Employee Labor Relations Board From: 5/2005 To: 1/2010
Title or capacity: Deputy Director and Hearing Examiner

New Mexico Public Employee Labor Relations Board From: 3/2004 To: 5/2005
Title or capacity: Vice Chair and Labor Recommendation

Brief description of industries and issues dealt with:

Industries: Banking; communications, construction; government—state, municipal; county; education—public and charter, primary and secondary; college and university; electrical equipment/appliances; finance; food service; health care/hospitals; IRS; manufacturing/machinery; office workers/clerical; postal; prison/corrections; professional/paraprofessional; public safety—police and fire; railway; transportation; utilities.

Issues: Arbitrability; bargaining unit work; conduct (off-duty/personal); demotion; discipline (discharge and non-discharge); leave and vacation benefits; job bidding/posting/reversion/abolishment; jurisdiction disputes; management rights; official time; past practices; promotion; safety/health conditions; subcontracting; contracting out; holiday pay; vacation pay; incentive pay; job classifications and rates; work hours/schedules and/or assignments; working conditions/work orders; violence or threats in the work place; definition of just cause; performance appraisals; probationary status; clothing/uniforms; prohibited practice complaints; representation and unit clarification petitions; representation petitions; public sector budgetary constraints and deadlines; and jurisdictional disputes between personnel boards and labor-management boards; vocational rehabilitation.

OTHER QUALIFYING EXPERIENCE:

Youngdahl & Sadin, P.C. From: 8/2000 To: 2/2004
Title or capacity: Litigation Associate – Class Actions & Labor/Employment Matters

EDUCATIONAL BACKGROUND:

BA, University of New Mexico, 1996
JD, University of New Mexico School of Law, 2000
National Judicial College, 2005-2009, Certificates in Admin. Law & Dispute Resolution.
FMCS Arbitrator Training Institute, 2010
Workplace Mediation, Common Grounds Mediation, 2012

PROFESSIONAL CERTIFICATIONS AND LICENSES:

New Mexico State Bar
U.S. District Court, District of New Mexico
California State Bar
Certified Administrative Law Judge (CALJ), through National Ass'n of Hearing Officials
Advanced Practitioner, Labor and Employment Arbitration, Ass'n for Conflict Resol.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

American Bar Association – Labor and Employment Section
Association for Conflict Resolution (ACR)
National Association of Hearing Officials (NAHO)
New Mexico State Bar Assn – Labor & Employment, and Trial Practice Sections
New Mexico Mediation Association

AVAILABILITY:

Grievance arbitration, Interest arbitration, Fact-finding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$900 per 8-hour day for hearings; \$120/hour for prep work up to 8 hours.
Cancellation, etc. fees:	Per diem for each scheduled hearing date unless 30 days notice, plus any nonrefundable costs already incurred.
Travel/subsistence fees:	All travel, housing, meals; other separately receiptable expenses; plus per diem for travel of 4 or more hours, half per diem for travel of less than 4 hours.
Other fees charged:	\$100 (no charge if hearing is held).



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Anthony D. (Tony) Vivenzio

Current profession: Attorney, Judge Pro Tem emphasizing arbitration and mediation

Mailing address: P.O. Box 208 (540 Guard Street, Suite 220)

City/State: Friday Harbor, Washington Zip: 98250

Business Phone: (360) 378-6860 Information current as of: 2/2015
Fax: (360) 376-7005
E-mail: vivenziolaw@rockisland.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 21 As interest arbitrator: 1
As mediator: 0 As factfinder: 0

Employment with impartial labor relations administrative agencies: None.

Brief description of industries and issues dealt with:

Industries: Building products, chemicals, waste disposal, construction, transportation, trucking, childcare, maritime activities, Federal Agencies, Bureau of Prisons, Army, Navy, Department of Energy, Small Business Administration, Social Security Administration, State and Municipal, Ferry System, Department of Corrections, Port.

Issues: Arbitrability, interest arbitration, discipline (discharge and non-discharge), discrimination based on gender, union affiliation/ activities, hiring practices, job posting/bidding, management rights, premium pay, safety/health conditions, seniority, union security, working conditions/work orders, violence or threats, disciplinary transfer, retaliation.

In my career prior to becoming an arbitrator, I have had the opportunity to represent employers as well as employee organizations in matters involving a range of labor issues. I continue to provide training to employers and employee organizations on a variety of topics.

EDUCATIONAL BACKGROUND:

J.D., Law, Boston University, 1972.
B.S., Business Administration, Boston University, 1968.

OTHER QUALIFYING EXPERIENCE:

Seattle Fire Fighters Union From: 11/91 To: 10/97.
Title or capacity: Executive Director

Service Employees International Union State Council From: 9/89 To: 11/91.
Title or capacity: General Counsel

Extensive training by Federal Mediation and Conciliation Service in 2000.

Certificate program in public employ labor/management relations at Harvard's Kennedy School of Government, 1999.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, Admitted to Bar, State of Washington, 1973.

Attorney, Admitted to Bar, State of Massachusetts, 1972.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Labor and Employment Relations Association, Member since: 1992.

American Bar Association, Member since: 1987.

King County Bar Association, Member since: 1992.

AVAILABILITY:

Grievance arbitration, Factfinding.

Expedited, and briefs-only work, as may be stipulated by the parties.

CURRENT FEES:

Hourly or per diem rate: \$1400 per diem per day for hearing, research, analysis, and preparation of opinion and award. Time spent on paperwork required by a party for payment (beyond a W-9) will be billed at \$250 per hour (one half-hour minimum) to the party requesting it.

Mediation, Interest Arbitration: \$250 per hour for all time spent (except for first hour of pre-hearing or pre-mediation telephone conferences), with a 4-hour minimum fee for each hearing or mediation session.

Cancellation, etc. fees: For labor arbitration cases, \$1400 is billed per scheduled day of hearing if notice is received less than a month prior to the commencement of the scheduled hearing unless the parties substitute another matter for the same period. Cancellation charges levied by hotels or airlines resulting from hearing postponement or cancellation will be billed as incurred. The cancellation fee is shared by the parties unless they have agreed otherwise.

Travel/subsistence fees: Travel time is not billed for hearings held within the Seattle and Portland metropolitan areas. Travel time for hearings held in Alaska is billed from Anchorage, prorated, at half the per diem rate.

Expenses: Billed at actual cost for transportation, food, lodging, and incidental expenses. Automobile mileage is charged at the applicable IRS rate.

Other fees charged: The Opinion and Award will be submitted electronically as the Parties' representatives designate. No charge will be made for duplication and mailing of the Opinion and Award if the parties request a copy to be mailed via U.S. Mail.



PUBLIC EMPLOYMENT RELATIONS COMMISSION
112 Henry Street NE, Suite 300, PO Box 40919, Olympia, WA 98504-0919 (360) 570-7300

**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Elizabeth C. Wesman, Ph.D.

Current profession: Arbitrator

Business address: 19215 SE 34th Street, Suite 106-308

City/State: Camas, Washington Zip: 98607

Business Phone: (360) 954-5217 Information current as of: 6/2012
Cell: (828) 699-1769
Email: ecwesman@aol.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 150 As interest arbitrator: 2 As fact-finder: 3

Employment with impartial labor relations administrative agencies: None.

Brief description of industries and issues dealt with:

Issues: Arbitrability, benefits, compensation, contract merger, discharge, discipline, discrimination, dress codes, fitness and ability, jurisdictional disputes, layoff and recall, management's rights, off-duty conduct, overtime, pension benefits, safety, scope/jurisdiction, seniority/bidding, sexual harassment, subcontracting, substance abuse, theft, union shop, vacation accruals, work scheduling.

Industries:

Public Sector: Community colleges, counties, correctional facilities (state and federal), hospitals, including VA, municipalities, police and fire departments, public housing authorities, public utilities, rehabilitation centers.

Private Sector: Various manufacturing, including aeronautical equipment, automotive parts, cardboard, chemicals, control valves, food products, furniture, electronics, machine tools, newspapers, paper products, retail sales, also private hospitals, private universities, railroads, transportation, and utilities.

OTHER QUALIFYING EXPERIENCE:

Whitman School of Management at Syracuse University From: 1981 To: 2000.
Title or capacity: Assoc. Professor, Strategy and Human Resources/Industrial Relations

New York State School of Industrial & Labor Relations: Cornell University
Title or capacity: Adjunct Prof. (1990-2000), Strategy and Human Resources/Industrial Relations; Lecturer (1980-1981), Department of Human Resource Studies, NYSSILR

LeMoyne College From: 1970 To: 1975.
Title or capacity: Instructor, Department of Economics

EDUCATIONAL BACKGROUND:

A.B., Economics, Smith College.

M.A., Economics, Northwestern University.

Ph.D., Industrial Relations with minors in law and organizational psychology, New York State School of Industrial and Labor Relations – Cornell University.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators (currently Board of Governors), Member since: 2001.

National Association of Railroad Referees (President), Member since: 1993.

Labor and Employment Relations Association.

International Association for Conflict Management, Member since: 1988.

AVAILABILITY:

Grievance arbitration, Factfinding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1500 plus expenses.

Cancellation fees: One day's fee on less than 15 days' notice.

Travel: One-half day for travel of more than 5 hours.

Other fees charged: Reasonable expenses – receipts always available, pro-rated fee for extended executive sessions or post-hearing conferences.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Kathryn T. Whalen

Current profession: Arbitrator

Business address: PMB 125, 25 NW 23rd Place, Suite 6

City/State: Portland, Oregon Zip: 97210

Business Phone: (503) 221-3098 Information current as of: 1/2013
Message Phone: (503) 221-3098
E-mail: ktwhalen@pacifier.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 111 As interest arbitrator: 4
As mediator: As fact-finder:

Employment with impartial labor relations administrative agencies:

Oregon Employment Relations Board From: 5/97 To: 6/03
Capacity or position: Board Member

Brief description of industries and issues dealt with:

Industries: Public schools, fire departments/districts, law enforcement, corrections, cities, counties, special districts, health care, hospitals, race tracks, education service districts, state agencies.

Issues: Wages, work hours, physical testing standards, drug testing, contracting out, differential pay, discipline/discharge, benefits, promotions, layoff/recall, vacation, sick leave.

EDUCATIONAL BACKGROUND:

B.A., Psychology, University of Oregon, 1975.
M.A., Special Education, University of Oregon, 1977.
J.D., Law, University of Oregon, 1981.

OTHER QUALIFYING EXPERIENCE:

Bennett & Hartman (Portland, Oregon) From: 1986 To: 1996.

Title or capacity: Attorney (partner) labor & employment law

IBEW Local 125 (Portland, Oregon) From: 1984 To: 1985.

Title or capacity: Attorney and in-house counsel

Richardson, Murphy & Tedesco From: 1981 To: 1984.

Title or capacity: Attorney (labor & employment law)

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, State of Oregon, Admitted to bar: 1981.

Attorney, U.S. District Court of Oregon, Admitted 1981.

Attorney, U.S. Ct. of Appeals for the Ninth Circuit, Admitted 1982.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Oregon State Bar, Member since: 1981 (Inactive status).

American Bar Association, Member since: 1997.

The College of Labor and Employment Lawyers, Member since: 2003.

Oregon Chapter, Labor and Employment Relations Association, Member since: 2002;

President, 2007.

AVAILABILITY:

Grievance arbitration, Fact-finding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1,500 per day.

Cancellation, etc. fees: \$1,500 per day for each day that is cancelled or postponed with less than thirty (30) days notice prior to the hearing date.

Travel/subsistence fees: Travel time at per diem rate, prorated, based upon an eight (8) hour day.

Other fees charged: Actual costs for clerical, mailing, telephone.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Burton White

Current occupation or profession: Arbitrator/Mediator

Business address: 12395 SW 129th Avenue

City/State: Tigard, Oregon Zip: 97223-1872

Business Phone: (503) 590-3535 Information updated: 7/2012
Outside Oregon: 1-800-476-1246
Facsimile: (503) 524-0997
E-mail: burtondwhite@mac.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 285 As interest arbitrator: 1
As mediator: 102 As fact-finder: 6

Brief description of industries and issues dealt with:

INDUSTRIES:

Public Sector: Local, state and federal government, corrections, el-hi education, higher education, police/fire, postal service, public transportation, public utilities, public works.

Private Sector: Aerospace, agriculture, aluminum, chemical, communications, construction, electronics/electrical, food processing/service, foundry, health care, heat/ventilation, hotel/motels/casinos/resorts, hospitals/nursing home housing/assisted living, manufacturing, paper, office/clerical, organizations/clubs, refrigeration/hvac, service industries, shipbuilding/dry dock, textile, transportation, trucking/storage/ warehouse, utilities, warehousing.

ISSUES:

Contract interpretation/application: Absenteeism, arbitrability, assignment of work, bargaining unit work, classification, crew size, disability, discrimination (religious, sex), drug/alcohol offenses, grievance/arbitration procedure, health and welfare, holidays, holiday pay, insurance, job evaluation, layoff/ bumping/recall, leaves, management rights, overtime, past practice, pay rates, personnel files, posting/bidding, premium pay, representation, resignation, safety, scheduling, seniority/ability, shift assignment, sick time/pay, strikes, lockouts, work stoppages, transfers, travel pay, union business, union security, vacancies, vacations/vacation pay, working conditions, work rules, work schedules.

Discipline and discharge: Absenteeism, dishonesty/theft, conduct (off duty), drug/alcohol offenses, fights/altercations/horseplay, incompetence/inefficiency, insubordination, falsifying records, leaving post, misconduct during strike, negligence/carelessness, obscene or immoral conduct, off duty conduct, refusal to work overtime.

Employment with impartial labor relations administrative agencies:

Oregon Employment Relations Board From: 5/87 To: 1990
Capacity or position: Mediator (personal service contract)

OTHER QUALIFYING EXPERIENCE:

California Nurses Association From: 7/69 To: 9/75
Title or capacity: Director, Economic and General Welfare Program

Oregon Nurses Association From: 5/78 To: 8/85
Title or capacity: Director, Labor Relations Program

Labor Education & Research Ctr, University of Oregon From: 9/74 To: /84
Title or capacity: Adjunct Faculty

Partners in Construction Cooperation From: 9/87 To: Present
Title or capacity: Executive Director (Industry Labor Management Committee)

Oregon Department of Agriculture From: 7/66 To: /99
Title or capacity: Mediator (Agric disputes including farm labor)

Designated as Advanced Practitioner Arbitrator (Labor and Employment) by the Association for Conflict Resolution.

EDUCATIONAL BACKGROUND:

- B.A., Government, Boston University.
- M.A., English/American Language/Literature, Boston University.
- Post-graduate studies, University of California, Berkeley.
- Institute of Industrial Relations, UCLA: Certified trainer of trainers in:
 - a) Contract administration in public sector collective bargaining;
 - b) Impasse resolution in public sector interest disputes,
 - c) The scope of bargaining in public sector labor relations.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Labor and Employment Relations Association.
Association for Conflict Resolution.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Factfinding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$1000.00 per day.
Cancellation, etc. fees:	For each day scheduled: ½ day's fee once date is set; 1 day's fee if less than 5 business days notice.
Postponement:	No charge for first event <i>if</i> notice is received at least 7 calendar days before scheduled date and matter is rescheduled promptly.
Travel/subsistence fees:	By car at IRS rates; other: reimbursement of actual expenses.
Other fees charged:	Office related expenses.



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Jane R. Wilkinson

Current occupation or profession: Labor Arbitrator

Business address: PMB 211, 3 Monroe Parkway, Suite P

City/State: Lake Oswego, Oregon Zip: 97035

Business Phone: (503) 635-7954 Information current as of: 10/2011
Mobile: (503) 267-4638
Fax: (503) 635-1230
E-mail: jane.wilkinson@gmail.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 250 As interest arbitrator: 15
As mediator: 40 As fact-finder: 20

Arbitration, Mediation and Fact-finding Experience has included a broad variety of contract interpretation and disciplinary issues, grievance mediation, and determining or recommending terms of contract. Public sector experience covers county and city government, including uniformed services (e.g., fire fighters, police), dispatchers, road and park crews, clerical, administrative and professional employees; public and private utilities; public schools (teachers and classified employees); colleges and universities; state government; port districts; hospitals; public transportation districts; and a number of agencies of the federal government.

Chairman, Washington PERC, 1980-1989 Primary duty was to hear and decide appeals from hearing examiner decisions in unfair labor practice, representation and other cases. Authored or participated in several hundred published decisions on such issues as: duty to bargain, discrimination, union security, unilateral changes, deferral to arbitration, interference, job classification, and appropriate bargaining units. Also considered numerous issues pertaining to evidence and procedure.

OTHER QUALIFYING EXPERIENCE:

Weyerhaeuser Company From: 1/76 To: 8/85
Title or capacity: Attorney at Law

Honorable Vernon R. Pearson From: 9/74 To: 12/75
Title or capacity: Law Clerk

EDUCATIONAL BACKGROUND:

University of Michigan, B.A., Liberal Arts, 1968.
Gonzaga University Law School, J.D., summa cum laude, 1974.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, Admitted to bar, State of Washington, 1974.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Washington State Bar Association, Member since: 1974.
Industrial Relations Research Association, Member since: 1990.
National Academy of Arbitrators, Member since: 1993.
Society of Professionals in Dispute Resolution.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Fact-finding.
Constraints on availability: None.

PER DIEM: \$1300 for grievance arbitration cases, \$1600 for interest arbitration. This per diem fee is applicable to labor case hearings, study time, and travel. Hearing and travel time are based on an eight-hour day; study time is based on a seven-hour day. Billing time for study and travel is broken into fractions of a day to the nearest quarter hour.

CANCELLATION AND POSTPONEMENT: The above per diem (\$1300/\$1600) applies to each day scheduled and then canceled or postponed within 21 calendar days of the date set for hearing. A one-half per diem charge (\$650/\$800) will be assessed for each day scheduled but later canceled or postponed 22 to 45 calendar days in advance of the hearing. If applicable, airline change fees (approximately \$100) and hotel cancellation (some require 48 hours or more notice) will be assessed. Ordinarily, fully refundable airline tickets will be purchased. Any pre-hearing time spent on the case (exclusive of scheduling and similar administrative matters) also will be billed at the above-quoted hourly rate.

TRAVEL: Charges to parties will include reasonable travel expenses, with automobile mileage at the current IRS rate. Meals and incidentals will be assessed at \$50 per day when outside of the Portland area. There is no charge within the Portland metro area.

OFFICE EXPENSES: Reasonable costs for secretarial service, computerized or other research assistance, photocopying, telephone, fax and postage will be charged.

INTERIM BILLING: For hearings of four days or more when the gap between the hearing date and the submission of briefs or further proceedings exceeds 45 days, the Arbitrator may, at her discretion, submit an interim billing for fees and expenses incurred to that point. An interim billing for travel expenditures over \$300 also may be submitted. These items will be billed jointly to the parties.

RESPONSIBILITY: Parties are jointly and severally liable for all arbitrator fees and expenses. Unless the parties otherwise mutually agree (and the arbitrator is so notified), each party will be billed for one-half of the arbitrator's fees and expenses. Invoices that are not paid within 30 days will be assessed the greater of \$25 or 1% per month rebilling fee.

ACCEPTANCE: The scheduling of a case will constitute the acceptance of these terms. If one or more of the above fees or conditions are unclear or unsatisfactory, please advise the arbitrator prior to scheduling the hearing date(s).



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**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Timothy D.W. Williams

Current occupation
or profession: Arbitrator

Business address: 2700 Fourth Avenue, #305

City/State: Seattle, Washington Zip: 98121

Business Phone: (206) 441-1772 Information updated: 3/2015
Portland Office: (503) 233-4914
Cell: (503) 490-7474
E-mail: Tim@arbitratorwilliams.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 1360 As interest arbitrator: 121
As mediator: 40 As fact-finder: 55

Brief description of industries and issues dealt with:

Grievance arbitration issues included: wages and general contract provisions; discharge; discipline; contract language interpretation; subcontracting; seniority; reduction in force; layoff and recall; benefits disputes; discrimination; past practice; holidays; arbitrability; management rights; union rights; salary schedule placement; and job analysis and evaluation. Cases have involved both the public and private sector.

OTHER QUALIFYING EXPERIENCE:

Portland State University From: 1981 To: 2014.
Title or capacity: Adjunct Professor in School of Public Administration

Southern Oregon State College From: 9/70 To: 7/80.
Title or capacity: Associate Professor Communications

EDUCATIONAL BACKGROUND:

University of Minnesota, Ph.D., Organizational Communication, 1971.
University of Minnesota, M.A., Organizational Communication, 1968.
Bethel College, B.A., Speech Communication, 1966.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Labor and Employment Relations Association, Member since: 1978.
National Academy of Arbitrators, Member since: 1984.
National Speakers Association, Member since: 1990.
Labor and Employment Relations Association, Member since: 1978.

AVAILABILITY:

Grievance arbitration, Interest arbitration, Fact-finding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$170 hourly or \$1190 per day.

Cancellation, etc. fees: One day per scheduled day of hearing if 30 calendar days or less notification is provided. One-half day per scheduled day of hearing if 31 or more calendar days notification provided.

Travel/subsistence fees: Actual cost of travel.

Other fees charged: Award preparation and mailing.