



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

Name	Patrick Halter
Current Profession	Arbitration, Fact-finding, Mediation, Training & Civil Rights Investigations
Mailing Address	1630 Bolyston Avenue, #306, Seattle, WA 98122
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Website	
Information Updated	November 2015

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

As Grievance Arbitrator	1,000	As Interest Arbitrator	200
As Mediator	30	As Fact-Finder	50

Employment with Impartial Labor Relations Administrative Agencies

Organization	New Mexico Public Employee Labor Relations Board
Position	Executive Director (ULP/representation/impasse)
From / To	07/1993 – 07/1999
Organization	US Federal Service Impasses Panel & US Foreign Service Impasse Disputes Panel (interest arbitration, mediation, med-arb, fact-finding)
Position	Staff Associate
From / To	02/1980 – 08/1986

Brief Description of Industries and Issues Dealt With

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

Firm or Organization	City of Albuquerque (NM) Labor-Management Relations Board		
Position	Chairman		
Impartial/Advocacy?	Impartial	From / To	08/2007 – 08/2012
Firm or Organization	Carl Harshman & Associates, St. Louis, MO		
Position	LMR Project Manager		
Impartial/Advocacy?	Impartial	From / To	08/1986 – 07/1993

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.

Professional Certifications and Licenses

None specified.

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 and Fees

Availability:	Grievance arbitration, Interest arbitration, Fact-finding.
Constraints on Time:	None
Current Fees:	\$1,600 per day.
Cancellation 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 Charges:	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.