



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

Name	Sharon Imes
Current Profession	Arbitrator
Mailing Address	3465 Ebner Coulee Road, La Crosse, Wisconsin 54601
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Cell Phone	
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Website	
Information Updated	August 2019

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

As Grievance Arbitrator	700+	As Interest Arbitrator	100+
As Mediator	0	As Fact-Finder	20-30

Employment with Impartial Labor Relations Administrative Agencies

None

Brief Description of Industries and Issues Dealt With

Industries: Large and small manufacturing,, bakeries, chemicals, coal, foundries, gas and electric power, health care, insurance, iron and products, metal fabrications, organizations, container packaging, private education, pulp and paper products, service industries, transportation, warehousing, state and local governmental units, including prisons, hospitals, mental institutions, professionals, highway patrol, police and fire, public works, clerical, food workers, maintenance and education.

Issues: Discipline and discharge, job evaluation, job classification, work assignment, seniority, promotion, layoff, bumping, recall, overtime pay, scheduling of work, fringe benefits, jurisdictional disputes, working conditions, rate of pay, management rights, job posting and bidding, wage issues, procedural and substantive arbitrability, language interpretation, past practice, severance pay, training, sexual harassment, interest arbitration

Other Qualifying Experience

Firm or Organization			
Position	Arbitrator		
Impartial/Advocacy?	Impartial	From / To	Early 1980s – Present

Educational Background

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

Professional Certifications and Licenses

None specified.

Membership in Professional Organizations

National Academy of Arbitrators, member since 1987.
IRRA, Labor and Employment Relations Association, member 1983–2017.
NARR, member 2007-2017.

Availability and Fees

Availability:	Grievance arbitration, Fact-finding.
Constraints on Time:	None.
Current Fees:	\$1,400 per diem.
Cancellation Fees:	\$1,400 per scheduled day of hearing applies if notice that a hearing has been cancelled or rescheduled is received thirty days prior to the scheduled date. The same amount will be charged if a hearing has been scheduled more than two months and cancelled even if a thirty-day notice is given. A \$700 cancellation fee will be applied if notice of cancellation is received at any time prior to 30 days of the scheduled hearing date. Fees may be waived for good cause.
Travel/Subsistence Charges:	Parking, meals, lodging, and travel from nearest office.
Other Fees Charged:	None.