



# DISPUTE RESOLUTION PANEL

---

## MEMBER INFORMATION

Name	M. Zane Lumbley
Current Profession	Arbitrator, Mediator, Fact-finder
Mailing Address	14751 N Kelsey Street, Suite 105, PMB 106 Monroe, Washington 98272
Other Address	
Telephone	(360) 568-9393
Cell Phone	(512) 557-6300
Email	<a href="mailto:zululima@msn.com">zululima@msn.com</a>
Fax	(979) 836-2669
Website	
Information Updated	February 2016

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

As Grievance Arbitrator	2,000+	As Interest Arbitrator	40
As Mediator	30	As Fact-Finder	12

### Employment with Impartial Labor Relations Administrative Agencies

Organization	National Labor Relations Board		
Position	Field Examiner, GS-9 to GS-13	From / To	10/1970 – 04/1980

### 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.

**Other Qualifying Experience**

None.

**Educational Background**

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

**Professional Certifications and Licenses**

None specified.

**Membership in Professional Organizations**

National Academy of Arbitrators, Member since 2015  
American Arbitration Association, Member since 1983

**Availability and Fees**

Availability: Grievance arbitration, Interest arbitration, Fact-finding.

Constraints on Time: None.

Current Fees: \$1,500 per day. Study time: \$200 per hour.

Cancellation Fees: \$1,500 per scheduled day thirty or fewer days prior to commencement of hearing; \$750 per scheduled day more than thirty days prior to commencement.

Postponement Fees: \$1,500 per scheduled hearing day seven or fewer days prior to commencement of hearing; \$ 750 per scheduled hearing day between eight and thirty days prior to commencement of hearing. No charge for postponements more than thirty days prior to commencement of hearing. If agreement on a new date is not reached within thirty days of the original hearing date, all postponements become cancellations and will be billed according to the cancellation policy.

Travel/Subsistence Charges: At prorated per diem rate. Travel expenses in cases requiring air travel will be billed at the conclusion of the hearing.

Other Fees Charged: A 1% discount is allowed on statements paid within ten days of issuance.