



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

Name	Pilar Vaile
Current Profession	Attorney, Arbitrator, Mediator, Hearing Examiner
Mailing Address	706 W. Apache Dr., Yuma, CO 80759
Other Address	
Telephone	(970) 630-6796
Cell Phone	same as above
Email	pilar@pilarvaileadr.com
Website	www.pilarvaileadr.com
Information Updated	January 2019

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

As Grievance Arbitrator	100+	As Interest Arbitrator	3
As Mediator	10	As Fact-Finder	Approx. 250

Employment with Impartial Labor Relations Administrative Agencies

Organization	New Mexico Public Employee Labor Relations Board
Position	Deputy Director and Hearing Examiner
From / To	05/2005 – 01/2010
Organization	New Mexico Public Employee Labor Relations Board
Position	Vice Chair and Labor Recommendation
From / To	03/2004 – 05/2005

Brief Description of Industries and Issues Dealt With

Industries: Air Force, Army, DOD; Customs & Border Patrol; Bureau of Prisons; clerical; communications; construction/building trades; custodial trades; education—public and charter, primary and secondary, college and university; engineering trades—mechanical, electrical, chemical; food service; government sector—Federal, State, Municipal and County; health care/hospitals—VA and private sector; IRS; manufacturing; Postal Service; prison/corrections; professional/paraprofessional personnel; public safety—police and fire; railway; transportation; VA.

Issues: ADA and ADAA; arbitrability; Back Pay Act; bargaining unit work; benefits (leave, insurance and pension); clothing/uniforms; conduct (off-duty/personal); conditions of employment; demotion; disability; discipline (discharge and non-discharge); discrimination (age, disability, race, nationality and gender); FLRA; hiring practices; interest arbitration; job posting, bidding and classification; jurisdiction disputes; management rights; MSPB; NLRA; official time; OSHA; pay (base, holiday, incentive/differential, overtime); past practices; performance appraisals; probationary

status; promotion; Rehabilitation Act; public sector taxation and budgeting; representation petitions; retirement, DC and DB plans; safety/health conditions; scheduling; seniority; subcontracting/contracting out; ULPs; violence or threats in the work place; and vocational rehabilitation.

Other Qualifying Experience

Firm or Organization	Youngdahl & Sadin, P.C.	
Position	Litigation Associate – Class Actions & Labor/employment matters	
Impartial/Advocacy?	Advocacy (Labor)	From / To 08/2000 – 02/2004

Educational Background

Misc. NAA & RSW/NAA Conferences, 2014-Present
AAA Labor Arbitrator I & II
Workplace Mediation, Common Grounds Mediation, 2012
FMCS Arbitrator Training Institute, 2010
National Judicial College, 2005-2009
JD, University of New Mexico School of Law, 2000
BA, University of New Mexico, 1996

Professional Certifications and Licenses

New Mexico State Bar
California State Bar
Certified Administrative Law Judge (CALJ), through Nat'l Ass'n of Hearing Officials
NJC, Certifs. in ALJ Skills and in Mediation

Membership in Professional Organizations

National Academy of Arbitrators (NAA)
National Association of Hearing Officials (NAHO)

Availability and Fees

Availability:	Grievance arbitration, Interest arbitration, Fact-finding.
Constraints on Time:	None
Current Fees:	\$1,500 per 8-hour day for hearings; pre-hearing and study time pro-rated. Arbitrator reserves right to issue interim invoices in cases for which the record cannot be closed at the conclusion of the setting.
Cancellation Fees:	Per diem for each scheduled hearing date unless 30 days notice, plus any nonrefundable costs already incurred.

Travel/Subsistence Charges: Actual, receiptable costs for travel and lodging, meals & mileage at GSA & IRS rates; plus full per diem for travel of 4 or more hours, half per diem for travel of less than 4 hours.

Other Fees Charged: None specified