



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

Name	Starr Knutson
Current Profession	Arbitrator and Mediator
Mailing Address	PO Box 45, Walla Walla, WA 99362
Other Address	
Telephone	(509) 240-4986
Cell Phone	
Email	Resolutionsolutions4U@hotmail.com
Website	
Information Updated	September 2020

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

As Grievance Arbitrator	40	As Interest Arbitrator	0
As Mediator	500	As Fact-Finder	0

Employment with Impartial Labor Relations Administrative Agencies

Organization	Washington State Public Employment Relations Commission		
Position	Mediator/Adjudicator	From / To	06/2002 – 01/2010

Brief Description of Industries and Issues Dealt With

Industries: Education; government (local and state); health care; office workers/clerical; police and fire; prison guard; public utilities; retail stores; transit.

Issues: Arbitrated, decided or mediated cases involving such issues as: Absenteeism; Arbitrability; Bargaining Unit Work; Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance Leave, Vacation; Hiring Practices; Job Performance; Job Posting/Bidding; Jurisdictional Disputes; Layoffs/ Bumping/Recall; Management Rights; Past Practices; Promotion; Safety/Health Conditions; Seniority; Sexual Harassment; Subcontracting/Contracting Out; Union Security; Wages: Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Overtime Pay, Vacation Pay; Work Hours/Schedules/Assignments; Working Conditions; Violence or Threats.

Other Qualifying Experience

Firm or Organization	Washington State Department of Personnel		
Position	Mediator		
Impartial/Advocacy?	Impartial	From / To	11/1998 – 06/2002

Firm or Organization	<u>Washington State Department of Fish and Wildlife</u>	
Position	<u>Labor Relations Manager</u>	
Impartial/Advocacy?	<u>Advocacy</u>	From / To <u>04/1996 – 11/1998</u>
Firm or Organization	<u>Washington State Department of Social and Health Services</u>	
Position	<u>Labor Relations Specialist</u>	
Impartial/Advocacy?	<u>Advocacy</u>	From / To <u>10/1994 – 04/1996</u>

Educational Background

B.A., Liberal Arts (Labor Studies and Business), The Evergreen State College, 1992.
 M.S., Human Resources Management & Development, Chapman University, 1994.

Professional Certifications and Licenses

Certified Mediator, University of Washington Law School and Thurston County Dispute Resolution Center.
 Harvard Program on Negotiation, Harvard University, Cambridge, MA.

Membership in Professional Organizations

Labor and Employment Relations Association, Member since 1999.

Availability and Fees

Availability:	Grievance arbitration, mediation, fact-finding.
Constraints on Time:	None.
Current Fees:	\$1,150 per day for hearing, research, preparation of opinion and award. A hearing is any portion of a day up to eight hours. Time for research and preparation is prorated. \$1200 per day for mediation, fact-finding.
Cancellation Fees:	If the scheduled hearing is postponed or cancelled with notice of less than ten (10) days, the per diem fee for each hearing scheduled shall be charged 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:	Arbitrator charges per diem for any portion of a travel day up to eight (8) hours. Fee is prorated for travel time over eight hours for one day at \$90/hour. Travel time is computed on a portal to portal basis.
Other Fees Charged:	Air transportation: actual cost of refundable coach fare.