



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

Name	James M. Paulson
Current Profession	Arbitrator, Mediator
Mailing Address	5147 Honeymoon Bay Road, Freeland, Washington 98249
Other Address	
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Cell Phone	
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Information Updated	October 2020

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

As Grievance Arbitrator	125	As Interest Arbitrator	0
As Mediator	0	As Fact-Finder	0

Cases with impartial labor relations administrative agencies: 20.

Employment with Impartial Labor Relations Administrative Agencies

None

Brief Description of Industries and Issues Dealt With

Industries: Public (federal, state, county, and city): School teachers, school department heads and principals, school custodians, school cafeteria workers, police officers, police sergeants, lieutenants and captains, firefighters, fire lieutenants and captains, production and maintenance workers, department of public works, state police, various state employees federal hospital and health care workers.

Private: *Manufacturing* (aerospace, automotive, beverage, chemicals, clothing, electrical equipment/appliances, electronics, food, foundry, furniture, iron, machinery, metal fabrication, packaging, petroleum/petrochemicals, pharmaceuticals, plastics, plumbing, printing/publishing, pulp/paper, railroads, refrigeration/HVAC, rope, rubber, shipbuilding/dry-dock, steel, stone/quarry, textile, upholstering); *Utilities* (electric, gas, propane, nuclear); Retail (department store, super market, specialty stores); *Banking; Insurance; Beverage; Education; Health care/Hospitals; Construction; Transportation; Communications* (telephone, radio, television); *Entertainment; Office workers/ Clerical; Restaurants; Trucking; Warehousing.*

Issues: Absenteeism, affirmative action, arbitrability, bargaining unit work, conduct (off-duty/personal), demotion, discipline (non-discharge), discipline (discharge), discrimination (age, disability, race, sex, religion, national origin, sexual orientation), drug/alcohol offenses, fringe benefits (bonus, holidays, insurance, leave, vacation),

grievance mediation, job performance/evaluation, job posting/bidding, jurisdictional dispute, layoffs/bumping/recall, management rights, union business leave, past practices, pension and welfare plans, pension claims, promotion, retirement, safety, seniority, sexual harassment, strikes/work stoppages/slow downs, subcontracting/contracting out, tenure, union security, wages (cost-of-living, holiday pay, incentive pay, job classification & rates, merit pay, overtime pay, vacation pay), work.

Other Qualifying Experience

Firm or Organization	James M. Paulson, P.C.		
Position	Labor and Employment Arbitrator		
Impartial/Advocacy?	Impartial	From / To	01/2005 – Present
Firm or Organization	Morgan, Brown & Joy, LLP		
Position	Partner		
Impartial/Advocacy?	Advocacy (Management)	From / To	07/1976 – 12/2004
Firm or Organization	Morgan, Brown & Joy, LLP		
Position	Associate		
Impartial/Advocacy?	Advocacy (Management)	From / To	06/1973 – 06/1976
Firm or Organization	Angoff, Goldman, Manning & Pyle		
Position	Associate		
Impartial/Advocacy?	Advocacy (Union)	From / To	07/1969 – 06/1973

Educational Background

B.A., Political Science, George Washington University, 1966.
 J.D., Law, Boston University School of Law, 1969.

Professional Certifications and Licenses

Attorney, Commonwealth of Massachusetts, Admitted to bar 1969.
 Attorney, State of Washington, Admitted to bar 2005.
 FMCS-Certified to Conduct Zoom Hearings

Membership in Professional Organizations

- Washington State Bar Association Labor & Employment Law Section, member since 2005.
- King County Bar Association Labor and Employment Law Section (former Trustee), member since 2005.
- American Bar Association Labor & Employment Law Section, member since 1969.
- ABA Labor & Employment Law Section, Alternative Dispute Resolution Committee, member since 1974.

- Massachusetts Bar Association Labor & Employment Section (former Chairman), member since 1969.

Availability and Fees

- Availability:
 - Grievance arbitration, Fact-finding.
 - Prepared to conduct virtual hearings via Zoom
- Constraints on Time: None.
- Current Fees: \$1,400 per day. Hearing time beyond eight hours is \$175.00 per hour.
- Cancellation Fees: If less than three calendar weeks (21 days), the per diem fee shall be charged for each day scheduled if another matter cannot be set in its place.
- Travel/Subsistence Charges: If hearing time plus travel time exceeds eight hours in one day, travel time is \$85 per hour. Mileage is the IRS rate.
- Other Fees Charged: Docketing fee (\$100); opinion writing and research time (\$175.00 per hour).
- Actual cost of reasonable expenses is charged, including items such as airfare, car rental, food and lodging. Actual expenses for copying, phone and similar expenses are charged.