



# DISPUTE RESOLUTION PANEL

---

## MEMBER INFORMATION

Name	S. Douglas Bonney
Current Profession	Arbitrator & Mediator
Mailing Address	5542 Crestwood Drive, Kansas City, MO 64110
Other Address	2307 S. Norman, Seattle, WA 98144
Telephone	(816) 363-3675
Cell Phone	(816) 550-4374
Email	<a href="mailto:sdbonney@outlook.com">sdbonney@outlook.com</a>
Website	
Information Updated	October 2020

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

As Grievance Arbitrator	185+	As Interest Arbitrator	0
As Mediator	20+	As Fact-Finder	0

### Employment with Impartial Labor Relations Administrative Agencies

None

### Brief Description of Industries and Issues Dealt With

**Industries:** Bus Service (city and interstate), Education, Federal Government, Gas Pipeline, Health Care/Hospitals/Nursing Home, State & Local Government, Nuclear Energy, Office Workers/Clerical, Paramedics/EMTs, Police and Fire, Prison Guard, Stone/Quarry, Tile, Transportation, Utilities, Warehousing, and Waste Management

**Issues:** Absenteeism, Arbitrability, Bargaining Unit Work, Conduct (Off-Duty/Personal), Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination (Age, Disability, Race, Sex, Religion), Drug/Alcohol Offenses, Fringe Benefits (Bonus, Holidays, Insurance, Leave, Vacation), Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Dispute, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Smoking policies, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages (Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification & Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay), Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats

**Other Qualifying Experience**

Firm or Organization	<u>Bonney Law Office</u>	
Position	<u>Attorney/Owner</u>	
Impartial/Advocacy?	<u>Advocacy</u>	From / To <u>05/1991 – 08/2008</u>
Firm or Organization	<u>Jolley, Walsh, Hager &amp; Gordon</u>	
Position	<u>Associate</u>	
Impartial/Advocacy?	<u>Advocacy</u>	From / To <u>11/1986 – 04/1991</u>
Firm or Organization	<u>U.S. Department of Health &amp; Human Services</u>	
Position	<u>Asst. Regional Attorney</u>	
Impartial/Advocacy?	<u>Advocacy</u>	From / To <u>08/1985 – 11/1986</u>

**Educational Background**

J.D.; University of Kansas; Law, 12/1984  
 B.A.; University of Kansas; English & Economics, 05/1982

**Professional Certifications and Licenses**

Attorney, Kansas, 04/1985  
 Attorney, Missouri, 10/1986

**Membership in Professional Organizations**

Rocky Mountain Chapter/LERA, Member since 2018  
 Missouri Bar Committees on ADR, Labor & Employment Law, Member since 1986  
 American Bar Association, Dispute Resolution Section and Section of Labor & Employment Law  
 National Academy of Arbitrators, Member since 2020

**Availability and Fees**

- Availability:
  - Grievance arbitration, interest arbitration, fact-finding
  - Prepared to conduct virtual hearings and mediations.
 Arbitrator can provide written policies and practices for videoconference proceedings upon request.
- Constraints on Time: None
- Current Fees: \$1,200 per diem for hearings & study/writing time
- Cancellation Fees: One per diem charge for each scheduled hearing day cancelled with 30 or fewer days’ notice plus any nonrefundable travel charges incurred.

Travel/Subsistence Charges: Mileage at federal rate plus air/train fares, hotels, meals incurred in the ordinary course of hearing a case.

Other Fees Charged: None