



# DISPUTE RESOLUTION PANEL

## MEMBER INFORMATION

|                     |  |
|---------------------|--|
| Name                | Danielle L. Carne  |
| Current Profession  | Arbitrator/ Mediator/ Hearing Officer  |
| Mailing Address     | PO Box 3012, Madison, Wisconsin 53703  |
| Other Address       |  |
| Telephone           | (608) 620-4237   |
| Cell Phone          |  |
| Email               | <a href="mailto:danielle@CarneDisputeResolution.com">danielle@CarneDisputeResolution.com</a> |
| Website             | <a href="http://carnedisputeresolution.com/">http://carnedisputeresolution.com/</a>          |
| Information Updated | October 2020   |

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

|                         |     |                        |     |
|-------------------------|-----|------------------------|-----|
| As Grievance Arbitrator | 300 | As Interest Arbitrator | 0   |
| As Mediator             | 250 | As Fact-Finder         | 100 |

### Employment with Impartial Labor Relations Administrative Agencies

|              |  |
|--------------|--|
| Organization | Wisconsin Employment Relations Commission                |
| Position     | Attorney, Arbitrator, Mediator, Administrative Law Judge |
| From / To    | 12/2015 – 01/2018  |
| Organization | Wisconsin Employment Relations Commission                |
| Position     | Attorney, Arbitrator, Mediator, Administrative Law Judge |
| From / To    | 08/2006 – 06/2013  |

### Brief Description of Industries and Issues Dealt With

Industries: Communications; Corrections; Education (primary, secondary, and higher); Electrical Equipment / Appliances; Energy; Entertainment / Arts; Food Production / Distribution; Financial; Information Technology; Logistics; Healthcare Organizations (Insurers / Hospitals / Nursing Homes); Insurance; Metal Fabrication; Office / Clerical; Police / Fire; Public Works; Refrigeration / HVAC; Securities; Social Services; Transportation; Utilities; Veterans' Programs.

Issues: Absenteeism, Arbitrability, Bargaining Unit Work, Beck Objections, Classification Systems, Community of Interest, Comparability, Concerted Activity, Conduct, Deferral, Custody / Placement, Demotion, Disability Benefits Claims, Discharge, Discipline, Discrimination (Disability, Gender and Sexual Orientation, Race, Age, Marital Status), Divorce (Property Division; Child Custody and Placement Issues); Dues Checkoff and Deductions, Duty of Fair Representation, Duty to Bargain, Duty to Exhaust, Duty to Provide Information, Employee Monitoring Technology, ERISA Benefits, Expense Account Usage, Flexible Spending Accounts, Free Speech, Furloughs, Health, Hiring

Practices, Impact Bargaining, Incentive Pay, Independent Contractor Status, IEPs, Insurance Benefits, Job Classifications, Job Performance, Job Posting, Jurisdictional Disputes, Layoffs, Leave Benefits, Longevity Benefits, Management Rights, Mootness, Non-Compete / Non-Solicitation Provisions; Overtime Pay, Past Practice, Pension Plans, Marital Property Division, Expungement of Securities Records, Salary Schedules, Seniority, Special Education Matters, Standard of Review, Statute of Limitations, Subcontracting, Tenured Teacher Discharges, Unit Clarifications, Unilateral Change; Vacation Benefits, Vacation Pay, Waiver, Work Assignments, Working Conditions, Working Hours, Workplace Violence.

**Other Qualifying Experience**

|                      |  |                             |
|----------------------|--|-----------------------------|
| Firm or Organization | University of Wisconsin Law School                                     |                             |
| Position             | Adjunct Professor – Labor and Employment Law/Arbitration and Mediation |                             |
| Impartial/Advocacy?  | N/A  | From / To 07/2016 – Present |
| Firm or Organization | Wisconsin Office of State Employment Relations                         |                             |
| Position             | Chief Legal Counsel / Deputy Director                                  |                             |
| Impartial/Advocacy?  | Advocacy (Management)  | From / To 06/2013 – 11/2015 |
| Firm or Organization | Hawks, Quindel, Ehlke & Perry, SC                                      |                             |
| Position             | Attorney   |                             |
| Impartial/Advocacy?  | Advocacy (Union/EE's)  | From / To 06/2003 – 07/2006 |

**Educational Background**

J.D., Law, University of Iowa College of Law, with distinction, 2002  
 B.A., English Literature, Grinnell College, 1996

**Professional Certifications and Licenses**

Law, Wisconsin State Bar, 2002

**Membership in Professional Organizations**

- LERA, Member since 2012
- Wisconsin Assoc. of Mediators, Member since 2016
- American Inns of Court, Member since 2016
- ABA (LEL Section; ADR Section), Member since 2002
- ABA State and Local Gov't Bargaining and Employment Law Committee, Member 2012-2013; since 2016 to present
- ABA Federal Labor Regulations Legislation Committee, Member since 2017
- WI State Bar (LEL Section; ADR Section), Member since 2002
- Assoc. of Labor Relations Agencies Executive Board, Member 2011 to 2013
- Conflict Consultants Network, Member since 2016

- Nat'l Assoc. Railroad Referees, Member since 2011

### Availability and Fees

|                             |  |
|-----------------------------|--|
| Availability:               | <ul style="list-style-type: none"><li>• Grievance and Interest Arbitration, Fact-finding</li><li>• Available to conduct hearings via videoconferencing, maintaining professional-grade Zoom, Dropbox, and DocuSign accounts to support cases held remotely. Arbitrator personally coordinates and manages the technology involved in such proceedings and has a detailed, written Guide to Video Hearings to support the parties through the process. Participants may appear each from a fully remote location or may appear in clustered arrangements. Receipt of electronic exhibits, preparation of exhibits for hearing, and display of exhibits during hearing is included. While Zoom is the preferred platform, other platforms are available.</li></ul> |
| Constraints on Time:        | None   |
| Current Fees:               | \$1,200 per diem for hearing; the per diem is prorated for study, writing, and travel from point of reference of Seattle.  |
| Cancellation Fees:          | \$1,200 for any hearing cancelled or postponed less than 14 days prior to start date.  |
| Travel/Subsistence Charges: | Actual cost of reasonable travel expenses, including air and train fares, car rental, mileage (IRS rate) for use of vehicle, and lodging. <b>Travel expenses charged from point of reference of Seattle, Washington.</b>   |
| Other Fees Charged:         | None   |