



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

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|---------------------|--|
| Name | Michael E. Cavanaugh |
| Current Profession | Arbitrator and Mediator |
| Mailing Address | 1004 Commercial Avenue #369, Anacortes, WA 98221 |
| Other Address | |
| Telephone | (206) 200-1935 |
| Cell Phone | |
| Email | mec@cavanaugh-adr.com |
| Website | |
| Information Updated | June 2020 |

Please Note: Due to coronavirus concerns, as of May 1, 2020, and until further notice, I am available only for video hearings or matters submitted on a written record.

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

| | | | |
|-------------------------|------|------------------------|-----|
| As Grievance Arbitrator | 700+ | As Interest Arbitrator | 20+ |
| As Mediator | 180+ | As Fact-Finder | 0 |

Employment with Impartial Labor Relations Administrative Agencies

None

Brief Description of Industries and Issues Dealt With

Industries: Retail; state and local government; warehousing; communications; manufacturing; public safety; refining; aerospace; food and beverage; health care; public transportation; schools; higher education; trucking; corrections; shipyard; metals; public utilities; ferries; telephone and internet; legal; dairy; pulp & paper; public ports

Issues: All issues arising in private and public unionized workplaces, including discipline, contract interpretation, benefits, promotion, wage rates, sick leave, card checks, health insurance, bargaining unit work, vacation bidding, work classifications, furloughs, layoff and recall, overtime, premium pay, disability and reasonable accommodation, discrimination, etc.

Other Qualifying Experience

| | | | |
|----------------------|----------------|-----------|-------------------|
| Firm or Organization | Bogle & Gates | | |
| Position | Partner/Member | | |
| Impartial/Advocacy? | Advocacy | From / To | 06/1985 – 05/1997 |

| | | |
|----------------------|--------------------------------------|-----------------------------|
| Firm or Organization | Preston Thorgrimson | |
| Position | Partner | |
| Impartial/Advocacy? | Advocacy | From / To 04/1981 – 04/1985 |
| Firm or Organization | Bogle & Gates | |
| Position | Associate | |
| Impartial/Advocacy? | Advocacy | From / To 11/1977 – 04/1981 |
| Firm or Organization | U.S. Court of Appeals, Ninth Circuit | |
| Position | Staff Attorney (Labor Law Emphasis) | |
| Impartial/Advocacy? | Impartial | From / To 1976 – 1977 |

Educational Background

J.D., Law, University of Washington, 1976 (Order of the Coif).
 A.B., English Literature, University of California (Berkeley), 1973 (completed the Honors Program in English Literature *with distinction*).

Professional Certifications and Licenses

Attorney, State of Washington, Admitted to bar: 1976 (currently inactive).
 Mediation, Certificate in Mediation Skills, University of Washington Law School Foundation, 1994.

Membership in Professional Organizations

National Academy of Arbitrators, Member since 2005.
 Association for Conflict Resolution, Member since 1997.
 LERA, Member since 1999.

Availability and Fees

Availability: Grievance arbitration, Interest arbitration, Fact-finding, Mediation.

Constraints on Time: Usually booked 4–6 months out.

Current Fees: \$2,200 per day for travel, hearing, review of record, research, and preparation of written decision and award, billed in one-half day increments. One day minimum charge for hearing.

Cancellation Fees: One-half day per scheduled day of hearing for matters canceled more than 14 days prior to scheduled hearing; one full day per scheduled day of hearing for matters canceled 14 days or fewer prior to hearing.



Travel/Subsistence Charges: Reimbursement of reasonable expenses of travel, hotel, meals, parking, mileage, etc.

Other Fees Charged: None specified