



# DISPUTE RESOLUTION PANEL

## MEMBER INFORMATION

Name	Mark Downing
Current Profession	Arbitrator
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Other Address	
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Website	
Information Updated	October 2020

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

As Grievance Arbitrator	70	As Interest Arbitrator	2
As Mediator	0	As Fact-Finder	0

### Employment with Impartial Labor Relations Administrative Agencies

Organization	Washington Public Employment Relations Commission
Position	Adjudicator/Mediator, Director of Administration, Unfair Labor Practice Manager, and Field Services Manager
From / To	07/1986 – 04/2015

### Brief Description of Industries and Issues Dealt With

Industries: Public Sector [City, County, State, School District, Fire District, Federal, Transit, Hospital, Higher Education]. Private Sector [Automotive, Food Processing/Service, Mining, Organizations, Telecommunications, Transit, Utilities].

Issues: Absenteeism, Alcohol/Drug Abuse, Arbitrability, Call Back, Contract Interpretation, Discipline, Discharge, Discrimination, Incentive Pay, Insurance, Job Evaluation, Job Performance, Job Posting/Bidding, Layoff/Recall, Leave, Management Rights, New or Reopened Contract Terms, Overtime, Past Practice, Promotions, Reclassification, Safety, Scheduling of Work, Seniority, Subcontracting, Training, Transfer, Wages, Work Performance, Working Conditions.

### Other Qualifying Experience

Firm or Organization	Teamsters, Local 763
Position	Business Representative
Impartial/Advocacy?	Advocacy (Union) From / To 1981 – 1986

Firm or Organization	Public School Employees of Washington		
Position	Business Representative		
Impartial/Advocacy?	Advocacy (Union)	From / To	1980 – 1981

**Educational Background**

J.D., University of Toledo, Law, 1975.  
B.A., Indiana University, Sociology, 1972.

**Professional Certifications and Licenses**

Attorney at Law, State of Washington, 1980.  
Attorney at Law, State of Idaho, 1977.  
Attorney at Law, State of Michigan, 1975.

**Membership in Professional Organizations**

Labor and Employment Relations Association, Member since 1996.

**Availability and Fees**

- Availability:
  - Grievance Arbitration, Interest Arbitration, and Fact-Finding.
  - Prepared to conduct virtual hearings
- Constraints on Time: None
- Current Fees: \$1,600/day (8 hours) for hearing, study, writing and travel. Study, writing, and travel time prorated.
- Cancellation Fees: \$800 for each scheduled day cancelled or postponed more than 30 days prior to start of hearing. \$1,600 for each scheduled day cancelled or postponed 30 days or fewer prior to start of hearing.
- Travel/Subsistence Charges: Actual costs for transportation, meals, lodging. Mileage billed at IRS rate.
- Other Fees Charged: None