



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

Name	Howell L. Lankford
Current Profession	Arbitrator
Mailing Address	PO Box 22331, Milwaukie, Oregon 97269
Other Address	
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Cell Phone	
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Website	
Information Updated	October 2020

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

As Grievance Arbitrator	1,000+	As Interest Arbitrator	70+
As Mediator	100+	As Fact-Finder	50+

Employment with Impartial Labor Relations Administrative Agencies

Organization	Oregon Employment Relations Board		
Position	Administrative Law Judge	From / To	09/1979 – 06/1984
Organization	Oregon Conciliation Service (ERB)		
Position	Occasional Ad Hoc Mediator	From / To	06/1984 – 06/1989

Brief Description of Industries and Issues Dealt With

Grievance arbitration, mediation, and fact-finding cases involving (1) cause for discipline and discharge, and (2) a range of contract interpretation issues including arbitrability, evaluation, RIF, seniority, subcontracting, safety, discrimination and harassment, FMLA, disability, alcohol and substance abuse and testing, overtime, salary administration, classification, fringe benefits, assignment and transfer, incentives, union security and fees, etc. Interest arbitration cases in police, fire, corrections, communications, transit, and inland waterway units and in the private and federal sectors.

Other Qualifying Experience

Firm or Organization	Multnomah County, Oregon		
Position	Deputy Labor Relations Counsel		
Impartial/Advocacy?	Advocacy	From / To	1978 – 09/1979

Firm or Organization	Washington Labor Law Digest	
Position	Editor	
Impartial/Advocacy?		From / To 1991 – 2000
Firm or Organization	City of Eugene, Oregon	
Position	Police Internal Affairs Auditor	
Impartial/Advocacy?		From / To 2001 – 2005

Educational Background

J.D., Law, University of Oregon, 1977.
 M.A., Philosophy, Northwestern University, 1968.
 B.A., Philosophy - Literature, Reed College, 1965.

Professional Certifications and Licenses

Attorney (inactive), Admitted to bar, State of Oregon, 1977.

Membership in Professional Organizations

Oregon State Bar Labor Law Section; Member since 1979, Chair (1989-1990).
 American Arbitration Association; Member since 1984.
 Oregon State Bar Alternative Dispute Resolution Section.
 National Academy of Arbitrators (Governor 2011-13); Member since 1990.

Availability and Fees

Availability:

- Grievance arbitration, Interest arbitration, Fact-finding.
- Currently conducting only remote hearings via Zoom

Constraints on Time: None.

Current Fees: Grievance arbitration: \$2,000/day (7-hours) of hearing, travel, research study, and writing time, plus transportation costs and food and lodging if out of town overnight.
 Interest arbitration and grievance mediation: \$2,250/day.

Cancellation Fees: One day fee per scheduled day of hearing if notice is received less than one month before the start of the scheduled hearing. For hearings scheduled 3 - 8 or more days, the minimum notice period for cancellation or set over is 60 calendar days; for hearings set for more than 8 days, the period is 90 calendar pays.

Travel/Subsistence Charges: See current fees.

Other Fees Charged: None specified.