



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

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| Name | Michael Anthony Marr |
| Current Profession | Attorney, Arbitrator, Mediator |
| Mailing Address | 111 North King Street, Suite 314, Honolulu, Hawaii 96817 |
| Telephone | (808) 599-5258 |
| Fax | same as above |
| Other Address | 23303 NE 126th Street, Redmond, WA 98053 |
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| Email | MmarrADR@aol.com |
| Website | |
| Information Updated | October 2020 |

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

| | | | |
|-------------------------|-----|------------------------|-----|
| As Grievance Arbitrator | 65+ | As Interest Arbitrator | 14+ |
| As Mediator | 0 | As Fact-Finder | 4+ |

Employment with Impartial Labor Relations Administrative Agencies

None

Brief Description of Industries and Issues Dealt With

Industries: The United States Military (army, air force, and navy), architecture, airlines, aerospace, medical/hospital (public and private), advertising, automotive, bakery, banking, broadcasting, education, communications, construction, engineering, food (manu./proc./service), refuse disposal, energy and nuclear power, entertainment/arts, hotels/motels/casinos/resorts, service employees, machinery, oil, gas, and petrochemicals, public utilities, office workers/clerical, public utilities, teachers, social workers and counselors, printing and publishing, prison guards, police, sheriffs, and firefighters, real estate, shipbuilding/dry docks, transportation, trucking and storage, public bus systems, and restaurants.

Issues: Jurisdiction, arbitrability (procedural and substantive), absenteeism, conduct (off-duty)/personal, demotion, employee discipline (discharge and non-discharge), work rules, discrimination, age, race, disability and sex, grievance procedures, drug/alcohol offenses, collective bargaining, agreement interpretation, lay-offs/ bumping/recall, past practices, seniority, subcontracting/contracting out, hiring practices, work conditions and safety, work orders, job performance, seniority/tenure/reappointment, promotions, harassment, violence/threats, management rights, unilateral action, complex discovery motions and motions for summary disposition, contract interpretation and construction (using established labor law principles and Washington State contract law cases), NLRB and HLRB (Hawaii Labor Relations Board) deferrals.

Other Qualifying Experience

Firm or Organization State of Hawaii Judiciary
Position Trustee, State of Hawaii Supreme Court, Client Protection Fund
Impartial/Advocacy? _____ From / To 04/2012 – Present

Educational Background

B.A., Political Science, University of Washington, 1975.
J.D., Law, University of San Francisco, 1978.

Professional Certifications and Licenses

Attorney, State of Washington, Admitted to bar 1979.
Attorney, State of Hawaii, Admitted to bar 1980.

Membership in Professional Organizations

Washington State Bar Association, Member since 1979.
Hawaii State Bar Association, Member since 1980.
Society of Federal Labor Relations Professionals, Member since 2005.
Labor and Employment Relations Association, Member since 2005.

Availability and Fees

Availability:

- Grievance arbitration, Interest arbitration, Fact-finding.
- Prepared to conduct virtual hearings via Zoom.

Constraints on Time: None.

Current Fees: Grievance Arbitration - \$1,000 per day for hearing, research and preparation of the opinion and award. A hearing day constitutes any portion up to eight hours. Time for review, research and preparation is prorated.

Interest Arbitration and Fact-finding - \$2,000 per day (for up to 8 hours). Time for research and preparation is prorated at \$250/hour.

Cancellation Fees: If the scheduled hearing is cancelled or postponed with at least 30 calendar days’ notice, there shall be no cancellation fee. If the scheduled hearing is postponed or cancelled with notice of less than 30 days, one-half of the per diem fee for each day of hearing shall be charged but only if replacement arbitration or mediation hearing cannot be scheduled in the place of the cancelled hearing. Despite the fact that a cancellation fee may be owed as set forth above, using equity as a guide, the Arbitrator retains the sole discretion to

waive a cancellation fee and on several occasions has done so.

Travel/Subsistence
Charges:

Arbitrator charges the per diem fee for any portion of a travel day up to eight hours. Fee is prorated for travel time. Travel charges begin to accrue from my Washington office located at 23303 – NE 126th Street, Redmond, WA 98053 to the location of the hearing.

Other Fees Charged:

Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, taxi and lodging. Arbitrator does not charge for food expenses.