



# DISPUTE RESOLUTION PANEL

## MEMBER INFORMATION

Name	Sylvia P. Skratek
Current Profession	Mediator/Arbitrator
Mailing Address	3028 Western Avenue, Suite 405, Seattle, Washington 98121
Other Address	
Telephone	(206) 269-0713
Cell Phone	
Email	<a href="mailto:Skratek@naarb.org">Skratek@naarb.org</a>
Fax	
Website	<a href="http://www.skratek.com">www.skratek.com</a>
Information Updated	October 2020

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

As Grievance Arbitrator	500+	As Interest Arbitrator	20
As Mediator	750+	As Fact-Finder	5

### Employment with Impartial Labor Relations Administrative Agencies

None

### Brief Description of Industries and Issues Dealt With

**Industries:** Airlines; Aluminum; Broadcasting; Chemicals; Communications; Construction; Education (K-12); Federal Sector; Health Care; High Performance Sports; Higher Education; Lumber; Office Workers/Clerical; Organizations; Police and Fire; Prison Guard; Professional Sports; Public Sector (State and Local Government.); Pulp and Paper; Transportation; Trucking and Storage; Utilities

**Issues:** Affirmative Action; Absenteeism; Arbitrability; Bargaining Unit Work; Conduct (Off-duty/Personal); Demotion; Discipline (Non-Discharge) Discipline (Discharge) Discrimination (Age;Sex); Drug/Alcohol Offenses; Entertainment/Arts; Fringe Benefits (Bonus, Holidays, Leave); Grievance Mediation; Hiring Practices; Job Performance; Job Posting/Bidding; Jurisdictional Dispute; Layoffs/Bumping/Recall; Management Rights; Past Practices; Performance Impairment; Promotion; Safety/Health Conditions; Seniority/Sexual Harassment; Subcontracting/Contracting Out; Wages- Holiday Pay, Job Classification & Rates, Merit Pay; Work Hours/Scheduling/Assignments; Working Conditions/Work Orders; Work Place Violence or Threats

### Other Qualifying Experience

Firm or Organization	Mediation Research & Education Project, Inc.		
Position	Vice President		
Impartial/Advocacy?	Impartial	From / To	1990 – Present

Firm or Organization	NW Center for Conciliation/Resolutions Int'l	
Position	Director/Partner	
Impartial/Advocacy?	Impartial	From / To 09/1986 – 1998
Firm or Organization	Washington Education Association	
Position	Contract Administrator	
Impartial/Advocacy?	Advocacy	From / To 06/1981 – 12/1988
Firm or Organization	Michigan Education Association	
Position	UniServ Director	
Impartial/Advocacy?	Advocacy	From / To 03/1979 – 06/1981
Firm or Organization	University of Washington, Central Washington University, Eastern Washington University, Antioch University	
Position	Adjunct Professor	
Impartial/Advocacy?	Impartial	From / To 1986 – 1995

**Educational Background**

B.S., English/Library Science, Wayne State University, 1971.  
 M.L.S., Library Science, Western Michigan University, 1975.  
 Ph.D., Public Sector Labor Relations, University of Michigan, 1985.

**Professional Certifications and Licenses**

Chartered Mediator, 2018.  
 Mediator, National Justice Center, 1984.

**Membership in Professional Organizations**

National Academy of Arbitrators, Board of Governors.  
 Industrial Relations Research Association.  
 Society for Professionals in Dispute Resolution.  
 American Arbitration Association.  
 Arbitrators Association of British Columbia.

**Availability and Fees**

Availability: • Grievance arbitration, Interest arbitration, Fact-finding.  
 • Prepared to conduct virtual hearings and mediations.

Constraints on Time: None.

Current Fees: \$1,950 per day for arbitration  
 \$2,150 per day for mediation.



Cancellation Fees: One-half day fee\* will be charged when cancellation is received after a hearing date has been scheduled and 30 days prior to the scheduled session.

One day fee\* will be charged when cancellation is received within 30 days of the scheduled session.

All postponements will be billed in accordance with the cancellation fee schedule.

Travel/Subsistence Charges: En route and relative to dispute resolution activities only, at \$100 per hour, not to exceed \$800 in any 24-hour period.

Other Fees Charged: Secretarial, hotel, meals, transportation, and reproduction costs will be billed on the basis of cost incurred.