



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

Name	Patrick Halter
Current Profession	Arbitration, Factfinding, Mediation, POBR Investigations
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Information Updated	July 2021

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

As Grievance Arbitrator	500	As Interest Arbitrator	125
As Mediator	250	As Fact-Finder	25

Employment with Impartial Labor Relations Administrative Agencies

Organization	New Mexico Public Employee Labor Relations Board
Position	Executive Director
From / To	07/1993 – 07/1999 (Law sunset; Governor vetoed renewal)
Organization	U.S. Federal Service Impasses Panel & U.S. Foreign Service Impasse Disputes Panel
Position	Senior Staff Associate
From / To	02/1980 – 08/1986

Brief Description of Industries and Issues Dealt With

Industries: Aerospace, aircraft mfg., agriculture, aluminum, automotive, beverage, brewery, building products, call centers, canning, casinos-gaming, cement, chemicals, coal-copper mining, communications, construction, corrections, dairy, education, electrical equipment/appliance, electronics, EMT-paramedic services, engineering & research, financial institutions, fire-rescue, food (wholesalers, retailers) foundry, health care, hospitals/assisted living facilities, hospitality, insurance, iron-steel, law enforcement, lodging, logistics, lumber, maritime-ferries, meat packing, metal fabrication, mining, office support/clericals, pharmaceuticals, police (state, county, local, political sub-divisions), pulp & paper, petroleum refining/petrochemicals, public safety, security guards, refrigeration/HVAC, regulatory agencies, retail stores, rubber/tire, service industries, social services, steel, supermarkets, telecommunications, transportation, trucking & storage, universities, utilities, warehousing, wireless phones.

Issues: Attorney fees, absenteeism, arbitrability, bargaining units/craft jurisdictions, conduct (on-duty/off-duty), civil rights, COLA, COVID, demotion, discipline, discharge, discrimination (Title VII, ADA, ADEA, etc.), drug/alcohol offenses, due entry rates, FLSA, FMLA, health/hospitalization coverage, hiring and recruitment practices, holidays & holiday pay, hours of work & scheduling, incentive pay, insurance, job classification & rates, job performance, job posting/bidding, just cause, inter-craft pay, last chance agreements, layoffs/bumping/recall, leave, light duty, management rights, merit pay, overtime, past practices, POBR, public safety investigations, reassignment, reclassification, reprisal-retaliation, retirement, safety/health conditions, OSHA, work schedules/tours of duty, seniority, settlement agreements, severance pay, sexual harassment, subcontracting/contracting out, surplus/contingent employees utilization rates, temporary duty relief and returns, travel expenses, union work jurisdiction, union rights/security/discrimination, vacation/vacation pay, whistle-blowing, workplace violence/threats, work conditions, workers' compensation, workplace climate surveys.

Other Qualifying Experience

Firm or Organization	City of Albuquerque (NM) Labor-Management Relations Board		
Position	Chair		
Impartial/Advocacy?	Impartial	From / To	08/2007 – 08/2015
Firm or Organization	W.P. Dolan & Associates, Inc., Kansas City, MO		
Position	ILR Director – Ford/Goodyear-UAW/URW Initiative		
Impartial/Advocacy?	Impartial	From / To	08/1986 – 07/1993

Educational Background

National Judicial College-University of Nevada (Fair Hearing and Due Process)
 Johns Hopkins University (Applied Economics/post-graduate fellowship)
 Indiana University, MPA (Public Finance/Government Accounting/Labor Relations)
 Arizona State University, BA (History/English)
 Association of Workplace Investigators, Public Safety Investigations Certification
 Albuquerque Citizens Police Academy (ride along/SWAT, chain-of-custody evidence, shoot/don't shoot, taser logs/lapel camera/firearms training, de-escalation techniques)
 CLEs (police liability, evidence, admin law, contracts, crimes, torts, civil procedure)

Professional Certifications and Licenses

Mediator, District of Columbia Superior Court

Membership in Professional Organizations

National Academy of Arbitrators
 National Association of Administrative Law Judges
 American Bar Association
 American Arbitration Association
 Association of Workplace Investigators



Availability and Fees

- Availability:
 - Grievance/interest arbitration, factfinding, med-arb, workplace climate surveys, internal affairs investigations.
 - Prepared to conduct virtual hearing on any platform.

- Constraints on Time: None

- Current Fees: \$1,750 per day.

- Cancellation Fees: No fee if cancelled more than 30 days prior to scheduled hearing date; \$1,000.00 per scheduled day of hearing if cancelled less than 30 days but more than 15 days prior to scheduled hearing date; \$1,750.00 per scheduled day of hearing if cancelled within 15 days of scheduled hearing date.

Transportation and/or lodging penalty fees incurred due to change in hearing date are assessed to the parties.

Parties are jointly and severally liable for fees and expenses.

- Travel/Subsistence Charges: Actual charges for travel and travel time.

- Other Fees Charged: Legal research - computer access time.