



# DISPUTE RESOLUTION PANEL

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## MEMBER INFORMATION

Name	Charlene MacMillan
Current Profession	Labor Arbitrator
Mailing Address	12224 NE Bel Red Road #3133, Bellevue, WA 98005
Other Address	
Telephone	(425) 553-0306
Cell Phone	same as above
Email	<a href="mailto:arbitration@macmillanarb.net">arbitration@macmillanarb.net</a>
Website	<a href="http://www.macmillanarb.net">www.macmillanarb.net</a>
Information Updated	July 2021

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

As Grievance Arbitrator	Dozens	As Interest Arbitrator	0
As Mediator	3	As Fact-Finder	1

### Employment with Impartial Labor Relations Administrative Agencies

None

### Brief Description of Industries and Issues Dealt With

**Industries:** Automotive · Communications · Customer Service (incl. Call Center) · Education · Emergency Management · Energy · Engineering · Healthcare · Human & Social Services · Information Technology · Land Use & Planning · Local Government · Oil & Gas · Public Administration · Public Health · Public Safety · Public Works · Securities · Transportation · Utilities

**Issues:** Contract Administration & Interpretation · Decision Bargaining · Effects Bargaining · Discipline · Discharge · Jurisdiction · Just Cause · Last-Chance Agreements · Layoff & Recall · Leaves · Performance Management · Policies · Random Drug Testing · Safety · Unfair Labor Practices · Wage & Hour

### Other Qualifying Experience

Firm or Organization	Puget Sound Energy		
Position	Labor Relations Program Manager		
Impartial/Advocacy?	Advocacy	From / To	08/2016 – 01/2018
Firm or Organization	City of Seattle		
Position	Labor Negotiator		
Impartial/Advocacy?	Advocacy	From / To	10/2014 – 08/2016



Cancellation or continuance occurring more than 20 days prior to scheduled hearing date incurs a fee of \$1,000 per hearing day scheduled.

Travel/Subsistence  
Charges:

For hearings outside the Seattle area, reasonable expenses including airfare, hotel, meals, ground transportation, mileage, etc., will be billed for reimbursement at actual cost. Matters that cancel after I have incurred travel expenses to the hearing location will be charged for actual travel time and expenses, in addition to the above cancellation fee.

Other Fees Charged:

Invoices are due on receipt. Unpaid invoices will be re-billed every thirty (30) days and will be subject to a re-billing fee of \$200.00.