



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

Name	Herman Torosian
Current Profession	Arbitrator/Mediator
Mailing Address	2516 Waukegan Road, Suite 155, Glenview, IL 60025
Other Address	10360 East Ranch Gate Road, Scottsdale, AZ 85255
Telephone	(608) 231-2572
Cell Phone	
Email	toroh@charter.net
Website	
Information Updated	July 2021

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

As Grievance Arbitrator	1,175	As Interest Arbitrator	47
As Mediator	800	As Fact-Finder	0

Employment with Impartial Labor Relations Administrative Agencies

Organization	Wisconsin Employment Relations Commission
Position	Commissioner (Chairman for part of tenure, 1983–1987)
From / To	1975 – 1996

Organization	Wisconsin Employment Relations Commission
Position	Staff member, serving as mediator, arbitrator, and trial examiner
From / To	1967 – 1975

Brief Description of Industries and Issues Dealt With

Industries: Agriculture; automotive; bakery; beverage; building products; brewery; canning; cement; chemicals; clothing; communications; construction; dairy; distillery; education; electrical equipment/appliance; feed & fertilizer; food (manufacturing/processing/service); foundry; furniture; health care; hospital/nursing home; iron; lumber; machinery; maritime; meatpacking; metal fabrication; office workers/clerical; organizations; packaging; paint and varnish; petroleum/petrochemicals; plastics; plumbing; police and fire; printing and publishing; prison guard; pulp and paper; refrigeration/HVAC; restaurants; retail stores; shipbuilding/dry dock; steel; stone/quarry; transportation; trucking and storage; utilities; and warehousing.

Issues: Affirmative action; absenteeism; arbitrability; bargaining unit work; conduct (off-duty)/personal; demotion; discipline (non-discharge); discipline (discharge); disability discrimination; race discrimination; sex discrimination; drug/alcohol offenses; bonus; holidays; insurance; leave; vacation; grievance mediation; health/hospitalization; hiring practices; job performance; job posting/bidding; jurisdictional dispute;

layoffs/bumping/recall; management rights; past practices; pension and welfare plans; promotion; retirement; safety/health conditions; seniority; sexual harassment; strikes; lockouts; work stoppages; slowdowns; subcontracting/contracting out; tenure/reappointment; union security; cost-of-living pay; holiday pay; incentive pay; job classification.

Other Qualifying Experience

None

Educational Background

J.D., Law, University of Wisconsin, 1967.
B.S., Economics, University of Wisconsin, 1963.

Professional Certifications and Licenses

Attorney, Admitted to Bar, State of Wisconsin, 1967.

Membership in Professional Organizations

National Academy of Arbitrators, member since 1975.
State Bar of Wisconsin, member since 1967.

Availability and Fees

- Availability:
 - Grievance Arbitration, Interest Arbitration, Fact-Finding, Mediation
 - Available to conduct hearings virtually
- Constraints on Time: None.
- Current Fees: \$1,600 per eight-hour day or any part thereof spent in hearing, mediation, inclusive of travel to and from hearing site (a minimum one-day charge for hearing days). Preparation of award at pro-rata per diem rate.
- Cancellation Fees: \$1,600 for each day when hearing is postponed or cancelled with notice of less than 14 days. Charges for cancelled hotel/motel reservations or fees charged by airlines for unused airline tickets will be billed to the parties.
- Travel/Subsistence Charges: All reasonable expenses, IRS rate per mile for use of personal automobile
- Other Fees Charged: Word processing costs.