



# LAW ENFORCEMENT ARBITRATOR ROSTER

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## MEMBER INFORMATION

Name	Patrick Halter
Current Profession	Arbitration, Factfinding, Mediation, POBR Investigations
Mailing Address	7301 NE Pearl Court, Bainbridge Island, WA 98110
Other Address	
Telephone	(505) 980-4654
Cell Phone	
Email	<a href="mailto:patrick.halter52@gmail.com">patrick.halter52@gmail.com</a>
Website	
Information Updated	September 2021
Dates of Term	September 14, 2021 – January 6, 2025

### 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