



# DISPUTE RESOLUTION PANEL

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## MEMBER INFORMATION

Name	Renée Mayne
Current Profession	Arbitrator, Mediator, Adjunct Professor
Mailing Address	PO Box 1827, Sacramento, CA 95812
Other Address	
Telephone	(916) 245-0625
Cell Phone	Same as above
Email	<a href="mailto:mayne.adr@gmail.com">mayne.adr@gmail.com</a>
Website	<a href="http://www.reneemayne.com">www.reneemayne.com</a>
Information Updated	November 2021

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

As Grievance Arbitrator	28	As Interest Arbitrator	3
As Mediator	2	As Factfinder	36

### Employment with Impartial Labor Relations Administrative Agencies

None

### Brief Description of Industries and Issues Dealt With

**Industries:** Police officers, firefighters, public safety dispatchers, correctional officers, park rangers, university faculty, teachers, librarians, attorneys, investigators, social workers, physicians, nurses, paramedics, emergency medical technicians, engineers, analysts, technology professionals, accountants, skilled crafts, human resource personnel, planning and building officials, water and wastewater professionals, railroad crew, transportation and bus drivers, heavy equipment operators, maintenance workers, manufacturing/production crew, and food servers.

**Issues:** Discipline, dismissal, and contract interpretation grievances, and ethics, harassment, and discrimination complaints.

### Other Qualifying Experience

Firm or Organization	Golden Gate University		
Position	Adjunct Professor		
Impartial/Advocacy?	Impartial	From / To	08/2016 – Present
Firm or Organization	City of Oakland		
Position	Director of Employee Relations		
Impartial/Advocacy?	Advocacy	From / To	08/2014 – 08/2016

Firm or Organization	<u>UC Santa Cruz</u>	
Position	<u>Senior Manager, Employee and Labor Relations</u>	
Impartial/Advocacy?	<u>Advocacy</u>	From / To <u>03/2011 – 08/2014</u>
Firm or Organization	<u>University of California</u>	
Position	<u>Associate Director, Labor Relations</u>	
Impartial/Advocacy?	<u>Advocacy</u>	From / To <u>03/2009 – 03/2011</u>
Firm or Organization	<u>Labor Management Success, Inc.</u>	
Position	<u>President and Founder</u>	
Impartial/Advocacy?	<u>Advocacy</u>	From / To <u>01/1999 – 02/2009</u>
Firm or Organization	<u>County of Monterey</u>	
Position	<u>Deputy County Administrative Officer</u>	
Impartial/Advocacy?	<u>Advocacy</u>	From / To <u>12/1995 – 01/1999</u>
Firm or Organization	<u>County of Monterey</u>	
Position	<u>Director of Labor Relations</u>	
Impartial/Advocacy?	<u>Advocacy</u>	From / To <u>04/1995 – 12/1995</u>
Firm or Organization	<u>SEIU Local 817</u>	
Position	<u>Union General Manager</u>	
Impartial/Advocacy?	<u>Advocacy</u>	From / To <u>01/1991 – 01/1995</u>
Firm or Organization	<u>SEIU Local 620</u>	
Position	<u>Staff Union Representative</u>	
Impartial/Advocacy?	<u>Advocacy</u>	From / To <u>07/1989 – 01/1991</u>
Firm or Organization	<u>AFSCME District Council 1707</u>	
Position	<u>Union Organizer/Representative</u>	
Impartial/Advocacy?	<u>Advocacy</u>	From / To <u>12/1986 – 07/1989</u>

### Educational Background

- Master of Arts, Negotiation and Conflict Resolution, California State University, Dominguez Hills, 2010
- Bachelor of Science, Business, Management, and Economics, State University of New York, Empire State College, 2007

### Professional Certifications and Licenses

- Union Administration, Cornell University, Industrial Labor Relations School, 1986
- Labor Negotiations, Harvard University, Program on Negotiation, 1996
- Licensed Private Investigator, Qualified Manager, California License No. 24938, 2006

- Employment Arbitration, Cornell University, Industrial Labor Relations School, 2016

**Membership in Professional Organizations**

- Labor and Employment Relations Association, member since 1986
- American Bar Association (Non-Attorney Member), member since 2016
- Northern California Labor and Employment Relations Association (Chapter Treasurer), member since 2019
- California Lawyers Association (Non-Attorney Member), member since 2020

**Availability and Fees**

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|-----------------------------|--|
| Availability:               | <ul style="list-style-type: none"><li>• Grievance Arbitration, Factfinding</li><li>• Available to conduct in-person and virtual arbitration hearings, mediation sessions, and factfinding hearings</li></ul> |
| Constraints on Time:        | None   |
| Current Fees:               | \$1,750 per diem; \$250.00 hourly  |
| Cancellation Fees:          | \$1,750 per diem when canceled within 20 working days of the scheduled date (does not charge a cancellation fee if the parties reschedule the date)  |
| Travel/Subsistence Charges: | Refundable airfare, hotel, and car rental; mileage at the current IRS rate. Travel time after two hours one-way from Sacramento, California, at \$125 per hour charged in 15-minute increments               |
| Other Fees Charged:         | None (does not charge for meals, incidental, or office costs)  |