



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

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|---------------------|--|
| Name | Fredric R. Dichter |
| Current Profession | Arbitrator (1993 – Present) |
| Mailing Address | 17837 1st Ave S. #284, Normandy Park, Washington 98148 |
| Other Address | |
| Telephone | (414) 520-0984 |
| Cell Phone | |
| Email | fdichter@gmail.com |
| Website | |
| Information Updated | December 2021 |

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

| | | | |
|-------------------------|-------|------------------------|-----|
| As Grievance Arbitrator | 1,000 | As Interest Arbitrator | 100 |
| As Mediator | 90 | As Fact-Finder | 0 |

Employment with Impartial Labor Relations Administrative Agencies

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|--------------|--------------------------------------|-----------|-------------------|
| Organization | New York State Labor Relations Board | | |
| Position | Clerk to board members | From / To | 06/1972 – 12/1975 |

Brief Description of Industries and Issues Dealt With

Industries: Airlines, Utilities, Construction, Dairy, Manufacturing, Retail, Federal Sector, Trucking.

Issues: Absenteeism, ALC & drug abuse, arbitrability, assignment of work, demotion, discharge, discipline, discrimination, health and welfare, holiday/holiday pay, incentive rates/standards job class, job evaluation, job posting/bidding, jurisdiction, layoff, bumping/recall, management rights new/reopened contract terms, overtime, past practices, pensions, rate of pay, RIF, reporting, call-in call-back, safety, scheduling of work, seniority, severance pay, strike/lockout settlement problems, subcontract, successor, training, transfer, vacation/vacation pay, COLA, insubordination, leave of absence, merit pay, official time, other fringe benefits, performance appraisals, promotions, reassignment, shift hours, sick leave, wages, sexual harassment, pension claims, trustee deadlocks, benefit denials.

Other Qualifying Experience

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|----------------------|------------------------------------|-----------|------------------|
| Firm or Organization | Teamsters Local 959, Anchorage, AK | | |
| Position | Associate General Counsel | | |
| Impartial/Advocacy? | Advocacy (Union) | From / To | 07/1977– 07/1979 |

| | | |
|----------------------|---|-----------------------|
| Firm or Organization | Law Office of Fredric R. Dichter, Anchorage, AK | |
| Position | Attorney at Law | |
| Impartial/Advocacy? | Advocacy (Labor) | From / To 1979 – 1991 |
| Firm or Organization | Brigden & Petajan, S.C., Milwaukee, Wisconsin | |
| Position | Attorney at Law | |
| Impartial/Advocacy? | Advocacy (Management) | From / To 1991 – 1993 |
| Firm or Organization | Marquette University | |
| Position | Adjunct Professor, Labor History | |
| Impartial/Advocacy? | N/A | From / To 1993 |

Educational Background

B.S., Business Administration, Boston University, 1968.
 J.D., St. John's University School of Law, 1971.
 LLM, Labor Law, New York University School of Law, 1972.

Professional Certifications and Licenses

Admitted to bar, States of Alaska, Wisconsin, Illinois, New York and Utah.

Membership in Professional Organizations

National Academy of Arbitrators.
 American Bar Association, Labor & Employment Law Section, ADR Committee.
 Labor and Employment Relations Association (formerly IRRA).

Availability and Fees

- Availability:
 - Grievance arbitration, Interest arbitration, Fact-finding.
 - Prepared to conduct virtual hearings
- Constraints on Time: None
- Current Fees: \$1,600 for grievance arbitration; \$1,800 for interest arbitration and fact-finding
- Cancellation Fees: One day per diem per each day scheduled if postponed by either party within 30 days of hearing date. One-half day per diem if postponed by either party 31 days or more before the hearing date.
- Travel/Subsistence Charges: One day per diem per each day scheduled if postponed by either party within 30 days of hearing date. One-half day per diem if postponed by either party 31-90 days before the hearing date. No charge until hearing date set.
- Other Fees Charged: Expenses as incurred.