



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

Name Anthony D. (Tony) Vivenzio
Current Profession Attorney, Judge Pro Tem emphasizing arbitration and mediation
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Information Updated November 2021

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

As Grievance Arbitrator	45	As Interest Arbitrator	1
As Mediator	0	As Fact-Finder	0

Employment with Impartial Labor Relations Administrative Agencies

None

Brief Description of Industries and Issues Dealt With

Industries: Building products; chemicals; waste disposal; construction; education; transportation; trucking; childcare; healthcare; maritime activities; nuclear. Federal Agencies: Bureau of Prisons; Army; Navy; Department of Energy; Small Business Administration; Social Security Administration. State and Municipal: Ferry System; Department of Corrections; mental health; port operations; public works; food processing industry.

Issues: Arbitrability; interest arbitration; contracting-out; conduct (off-duty personnel); discipline (discharge and non-discharge); discrimination based on gender; union affiliation/ activities; hiring practices; job posting/bidding; technology and work processes; management rights; premium pay; safety/health conditions; seniority; union security; working conditions/work orders; violence or threats; disciplinary transfer; grant / contract employees; environmental differential pay; retaliation; public employee furloughs; past practices. Federal Sector: prevailing party / back pay.

In my career prior to becoming an arbitrator, I have had the opportunity to represent employers as well as employee organizations in matters involving a range of labor issues. I continue to provide training to employers and employee organizations on a variety of topics.

Other Qualifying Experience

Firm or Organization	Seattle Fire Fighters Union	
Position	Executive Director	
Impartial/Advocacy?	Advocacy	From / To 11/1991 – 10/1997

Firm or Organization	Service Employees International Union State Council	
Position	General Counsel	
Impartial/Advocacy?	Advocacy	From / To 09/1989 – 11/1991

Extensive training by Federal Mediation and Conciliation Service in 2000.

Certificate program in public employ labor/management relations at Harvard’s Kennedy School of Government, 1999.

Educational Background

J.D., Law, Boston University, 1972.
B.S., Business Administration, Boston University, 1968.

Professional Certifications and Licenses

Attorney, Admitted to Bar, State of Washington, 1973.
Attorney, Admitted to Bar, State of Massachusetts, 1972.

Membership in Professional Organizations

Labor and Employment Relations Association, Member since 1992.
American Bar Association, Member since 1987.
King County Bar Association, Member since 1992.
Washington State Bar Association, Member since 1973.

Availability and Fees

Availability: Grievance arbitration, Interest arbitration, Fact-finding. Expedited, and briefs-only work, when required by the parties.

Constraints on Time:

Current Fees: Grievance Arbitration: \$1,750 per diem per day for hearing, research, analysis, and preparation of opinion and award. Time spent on paperwork required by a party for payment (beyond a W-9) will be billed at \$250 per hour (one half-hour minimum) to the party requesting it.

Mediation, Interest Arbitration: \$250 per hour for all time spent (except for first hour of pre-hearing or pre-mediation



telephone conferences), with a 4-hour minimum fee for each hearing or mediation session.

Cancellation Fees: For labor arbitration cases, \$1,750 is billed per scheduled day of hearing if notice is received less than 30 calendar days prior to the commencement of the scheduled hearing unless the parties substitute another matter for the same period. Cancellation charges levied by hotels or airlines resulting from hearing postponement or cancellation will be billed as incurred. The cancellation fee is shared by the parties unless they have agreed otherwise.

Travel/Subsistence Charges: Travel time is billed at half the per diem rate. For air travel, the lowest fully-refundable airfare will be obtained unless the parties request the arbitrator to obtain a non-refundable fare and agree to pay for such fare in the event of cancellation.

Expenses: Billed at actual cost for transportation, food, lodging, and incidental expenses. Mileage is charged at the applicable IRS rate.

Other Fees Charged: The Opinion and Award will be submitted electronically as the Parties' representatives designate. No charge will be made for duplication and mailing of the Opinion and Award if the parties request a copy to be mailed via U.S. Mail.