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## Sharon K. Imes

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<b>Education:</b>	1980	M.A.	University of Wisconsin - Madison Public Policy and Administration
	1969	B.A.	University of Wisconsin - Madison
	1961-66		University of Nebraska - Lincoln

**Added Training:** Law School Courses at the University of Wisconsin - Madison in Labor Law, Collective Bargaining, Contract Administration; Continuing Legal Education Seminars in Evidence, Sexual Harassment

**Employment:** **Arbitration Panels:** Federal Mediation and Conciliation Service; Wisconsin Employment Relations Commission; Illinois Education Services Board, Iowa Public Employment Board; Minnesota Bureau of Mediation Services, Nebraska Commission of Industrial Relations Factfinders; Oregon Public Relations Board; Washington Public Employment Commission and Factfinder with the Nebraska Commission of Industrial Relations Factfinders.

**Arbitration Permanent Panels:** Have served as a permanent panel member on several public and private panels. Most recent panels include State of Minnesota and AFSCME Council 6, Unite HERE, Local 1 and Savor, Inc., Ford Motor Co. and AAUW and Unite States Postal Service and National Rural Letter Carriers Association, Western Region.

**Other:** Have prepared programs for and/or presented to a number of groups, including the FMCS Labor Arbitrator Training Course, the National Academy of Arbitrators continuing education programs; the Labor Arbitration Institute, the Wisconsin Employment Relations Commission continuing education conferences; the Iowa PERB continuing education conferences; the FMCS/Chicago Kent College Midwest regional conferences and many other groups.

**Issues:** discharge and discipline, job evaluation, job classification, work assignment, seniority, promotion, layoff, bumping, recall, overtime pay, union business, vacation and vacation pay, holidays and holiday pay, scheduling of work, fringe benefits, jurisdictional disputes, working conditions, rate of pay, management rights, job posting and bidding, wage issues, procedural and substantive arbitrability, language interpretation, past practice, severance pay, training, sexual harassment, interest arbitrations.

**Industries:** Large and small manufacturing, bakeries; chemicals; coal; foundries; gas and electric power; health care; insurance; iron and products; metal fabrications; organizations; container packaging; private education; pulp and paper products, service industries; transportation, warehousing; state and local governmental units including prisons, hospitals, mental institutions, professionals, highway patrol, police and fire, public works, clerical, food workers, maintenance and education.

**Past Employment:**

**Mediator**, Wisconsin Employment Relations Commission (Winter, 1988, 1990-91, 1991-92, 1992-93),

**Part-time Instructor**, University of Wisconsin - La Crosse, Political Science and Public Administration including courses on Public Sector Collective Bargaining and Contract Administration, and Chippewa Valley Technical College, Business and Industrial Relations (Fall, 1989).

**Professional Affiliations:**

**Current:** National Academy of Arbitrators since 1987

**Past:** Labor Relations Research Association. (1983 -2017)

**Fees:**

Per Diem = \$1,400

Cancellation – one day per diem for each day of hearing scheduled and cancelled or prescheduled if notice is provided less than 30 days of the reserved date(s).

The same is charged if a hearing date has been scheduled more than three months prior to the hearing and is cancelled regardless of whether a 30-day notice is provided. Any fee may be waived for good cause.

Expenses: Parking, meals, lodging and travel from nearest office or split between hearing locations when hearings are held back to back.