

Paul Gordon, Esq.

ARBITRATOR

426 Lone Pine Loop
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www.paulgordonarbitrator.com

Washington Law Enforcement Arbitrator Roster

Present Occupation: Attorney and Arbitrator of Labor Management Disputes

PROFESSIONAL AFFILIATIONS:

State Bar of Wisconsin – Former Labor and Employment Law Section Neutral Board Member
State Bar of North Carolina
National Association of Railroad Referees

EDUCATION:

JD	Law	Drake University Law School, 1979
BA	Political Science	University of Wisconsin-Madison, 1976

CERTIFICATIONS:

Law Wisconsin, 1981
Law Iowa, 1979
Law North Carolina 2018

ARBITRATION/LABOR RELATIONS EXPERIENCE:

Labor Arbitrator currently, since 2003. Grievance arbitration in the private sector and Federal, State and Local public sectors. Interest arbitration.

Commissioner for the Wisconsin Employment Relations Commission from May, 2003 through September 2010. As a Commissioner I participated in the decision of labor law complaints, declaratory judgments, unit clarifications and related matters, writing occasional dissents and concurrences. I also heard and decided as a hearing officer, and on review as a Commissioner, numerous personnel appeals (state civil service). In addition to the duties as a Commissioner, I heard and wrote over 75 labor grievance arbitration awards on a wide range of issues and across several industries and the public sector. At the request of parties I mediated the resolution of several grievance arbitration cases before hearing. I also mediated to settlement or impasse numerous interest arbitration cases. I was frequently jointly requested by parties to serve as a grievance arbitrator or chosen from a panel of grievance arbitrators.

INDUSTRIES:

Building Products, Education, Food, Foundry, Health Care, Hospitals/Nursing Home, Metal Fabrication, Office Workers/Clerical, Police and Fire, Transportation, Trucking and Storage, Utilities, Warehousing, Energy Research, Cement, Manufacturing, Railroad.

ISSUES:

Arbitrability, Bargaining Unit Work, Discipline (non-discharge), Discipline (discharge), Holidays, Leave, Vacation, Grievance Mediation, Job Posting/Bidding, Layoffs/Bumping/Recall, Management Rights, Past Practice, Seniority, Subcontracting/Contracting Out, Union Security, Holiday Pay, Job Classification & Rates, Overtime Pay, Vacation Pay, Work Hours/Schedules/Work Orders, Violence or Threats, Tuition Reimbursement, Bargaining Union Work/Union Membership, Interest Arbitration.

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ARBITRATION ROSTERS:

Federal Mediation and Conciliation Service, American Arbitration Association, National Mediation Board, Oregon ERB Panel of Arbitrators, Washington PERC Dispute Resolution Panel, Washington PERC Law Enforcement Arbitrator Roster, University of Wisconsin.

PUBLISHED CASES:

All of my individual Grievance awards issued while a Commissioner are published on the State of Wisconsin, Wisconsin Employment Relations Commission Website. The Wisconsin Labor Law and Personnel Appeals decisions in which I participated as a Commissioner are also available through this source. Minnesota awards are available at the Minnesota BMS website. Cases are also available through the Oregon ERB and Washington PERC.

FEES and Expenses:

Per Statute for Law Enforcement Arbitrator Roster

November 2022