

**Email:** [DAVEGABA@COMPASSLEGAL.COM](mailto:DAVEGABA@COMPASSLEGAL.COM) (Preferred Contact Method)

**Present Occupation** Arbitrator/mediator with practice limited to labor & employment cases.

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**Additional Addresses**

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**PROFESSIONAL STATEMENT**

I have practiced labor law for over thirty years representing both unions and employers. In addition I have years of experience as an administrative law judge and hearing officer for cities, counties, and school districts. I am a member of the National Academy of Arbitrators (NAA) and author of; Equitable Defenses Under State Blue-Sky Law, PIABA B. J., Vol. 16, No. 3 (2009); Disregarding the Manifest Disregard of the Law Standard Under the Federal Arbitration Act, 17 PIABA B. J. 179 (2010); Interest Arbitration, Aitchison, Gaba & Downes, LRIS Press (2022).

**PROFESSIONAL AFFILIATIONS**

National Academy of Arbitrators  
American Arbitration Association  
EEOC early resolution program mediator  
FINRA-New York Stock Exchange-NASD; Arbitrator- Panel Chair- Trainer  
FMCS Institute; Faculty for a variety of FMCS administered courses  
King County Superior Court Arbitrator  
NAA Northwest Region; Past Chair  
National Association of Administrative Law Judges  
National Association of Railroad Referees  
National Judicial College  
NW LERA; Past President  
WA Bar, Labor & Employment Section; Section Leader

**EDUCATION**

MBA Finance University Of Nebraska 1987  
JD Labor And Employment Law University Of Nebraska 1985

**CERTIFICATIONS**

Attorney  
Video Arbitration Capable  
In Person Ready  
Law - Idaho 2009  
Law - Washington 1989  
Law - Nebraska (inactive) 1985

**ARBITRATION/LABOR RELATIONS EXPERIENCE**

Compass Law Group PS Inc - Partner, 2001 - 2022  
Golbeck Roth PLLC - Of counsel, 2000 - 2015  
Seattle School District; City of Bellevue; Other Jurisdictions - Hearing Officer, 1994 - 2002  
Metropolitan King County - Director of Labor Relations, 1992 - 1996  
Washington Nurses Association - General Counsel, 1990 - 1992

State Of Washington - Asst. Attorney General, 1989 - 1990  
NE Appeal Tribunal - Chief Administrative Law Judge, 1986 - 1989  
Department Of Labor - Attorney, 1985 - 1986

**INDUSTRIES**

Aerospace, Agriculture, Airlines, Aluminum, Automotive, Bakery, Beverage, Brewery, Broadcasting, Building products, Canning, Cement, Chemicals, Clothing, Coal, Communications, Construction, Dairy, Distillery, Education, Electrical Equipment/Appliances, Electronics, Entertainment/arts, Feed & fertilizer, Food manu/proc/service, Foundry, Furniture, Glass/pottery, Grain mill, Health care, Hospital/nursing home, Hotels/motels/casinos/resorts, Iron, Lumber, Machinery, Maritime, Meat packing, Metal fabrication, Mining, Nuclear energy, Office workers/clerical, Organizations, Packaging, Paint & varnish, Petroleum/petrochemicals, Pharmaceuticals, Plastics, Plumbing, Police & fire, Printing & publishing, Prison guard, Public sector grievance, Public sector interest, Pulp & paper, Railroads, Refrigeration/HVAC, Restaurants, Retail stores, Rubber/tire, Shipbuilding/dry-dock, Sports, Steel, Stone/quarry, Symphony orchestra, Textile, Tobacco, Transportation, Trucking & storage, Utilities, Warehousing

**ISSUES**

Absenteeism, Affirmative action, Age, Arbitrability, Bargaining unit work, Bonus fringe benefits, Conduct (off-duty/ personal), Cost-of-living pay, Demotion, Disability, Discipline (discharge), Discipline (non-discharge), Discrimination, Drug/alcohol offenses, Fact finding, Fringe benefits, Gender, Grievance mediation, Health/hospitalization, Hiring practices, Holiday pay, Holidays, Incentive pay, Insurance, Job classification & rates, Job performance, Job posting/bidding, Jurisdictional dispute, Layoffs/bumping/recall, Leave, Management rights, Merit pay, National origin, Official time, Other (please specify), Overtime Pay, Past practices, Pension and welfare plans, Pension claim (fed. statute), Promotion, Race, Religion, Retirement, Safety/health conditions, Seniority, Severance pay, Sexual harassment, Strikes/lockouts/work stoppages/slowdowns, Subcontracting/contracting out, Tenure/reappointment, Unilateral, Union security, Vacation, Vacation pay, Violence or threats, Wages, Work Hours/Schedules/Assignments, Working conditions/work orders

**PERMANENT PANELS**

AFGE 1406/ Air Force Material Command; City Of Federal Way/FWPOA; City Of Tukwila/TPOG; Eglin AFB / AFGE; FAA/National Air Traffic Controllers Assc.; Hill AFB / AFGE 1592; Kimberly Clark/AWPPW; Port of Seattle/Teamsters 117; Puget Sound Naval Shipyard/BMTC; San Bernardino County/SBCPOA; State of Alaska/Alaska Patrol Offic. Assc.; State of Alaska/ASEA; State of Oregon/AFSCME 75; Tata Chemical / USW; USPS/APWU

**ARBITRATION ROSTERS**

FMCS Arbitration Roster; AAA; CA CMS; KS PERB; MT PERC; NE CIR; NV PERB; OR PERB; WA PERC

**PUBLISHED CASES**

City of Independence, 2021 BL 298590, 2021 BNA LA 179, Nye County, 2021 BL 396676, 2021 BNA LA 286, Northshore Exteriors, Inc., 2020 BL 205175, 2020 BNA LA 1096, RMA Group, Inc., 138 LA 1586 (2018), 200996-AAA, 137 BNA LA 1458 (2017), Linn Cnty., 136 LA 616 (2016), Andersen Structures, 135 LA 935 (2015), Simpson Lumber Co., 133 LA 1789 (Arb. 2014), Electrolux Home Products, 132 LA 1559 (2014), Clearwater Paper Corp., 132 LA 465 (2013), Holly Frontier Refining Co., 130 LA 1669 (2012), Crown Cork and Seal USA, 130 LA 1015 (2012), Kansas City Board of Public Utilities, 130 LA 724 (2012); Kimberly-Clark Corp., 130 LA 305 (2011), City of Oakland, 128 LA 1217 (2011), Oregon Department of Corrections, 127 LA 641 (2010), County of Monterey, 127 LA 207 (2009), Grandview School District, 126 LA 1263 (2009), City of Montclair, 127 LA 32 (2009), U.S. Department of the Army, 125 LA 1287 (2008), Lincoln Electric System, 125 LA 1185 (2008), United Parcel Service, 124 LA 1032 (2008), The Canyons

Inc. 123 LA 1271 (2007), St. Peter Hospital, 123 LA 473 (2007), Klamath County, 122 LA 1745 (2006), Lehigh Cement Co., 122 LA 643 (2006), Fluor Hanford, 122 LA 65 (2005), Denver School District, 120 LA 816 (2004), Basin Electric Power Cooperative, 120 LA 210 (2004), Graphic Packaging International, 120 LA 140 (2004), Kitsap County, 119 LA 1753 (2004), Mission Foods, 118 LA 1608 (2004), Rabanco Recycling, 118 LA 1411 (2003), City of Mill Creek, 116 LA 101 (2001); plus many others.

**RATES/POLICIES**

Per Diem: \$2,400.00

\$2,800 per day for interest arbitration. ½ per diem for travel of more than two hours. Hourly rate of \$300 for time after 5:30 PM

Cancellation: \$2,400.00

Cancellation fee is charged for the number of hearing dates set unless notification of settlement is given thirty business days prior to the first day of hearing. There is a \$300 charge for cancelled or re-booked airfare.

Expenses: Actual expenses are charged to the parties. If the employer or union requires the arbitrator to register in an electronic billing/payment system (other than SAM) in order to be paid, the time required to register and process the arbitrator's invoice, including correspondence and communication with the party, will be billed at the arbitrator's hourly rate of \$300

Travel Time: \$1,200.00

One-half the normal per diem rate is billed for travel on any day in which travel takes more than two hours or for which an overnight stay is required.