



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

Name	Sylvia P. Skratek
Current Profession	Mediator/Arbitrator
Mailing Address	3028 Western Avenue, Suite 405, Seattle, Washington 98121
Other Address	
Telephone	(206) 269-0713
Cell Phone	
Email	Skratek@naarb.org
Fax	
Website	www.skratek.com
Information Updated	September 2023

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

As Grievance Arbitrator	500+	As Interest Arbitrator	20
As Mediator	750+	As Fact-Finder	5

Employment with Impartial Labor Relations Administrative Agencies

None

Brief Description of Industries and Issues Dealt With

Industries: Airlines; Aluminum; Broadcasting; Chemicals; Communications; Construction; Education (K-12); Federal Sector; Health Care; High Performance Sports; Higher Education; Lumber; Office Workers/Clerical; Organizations; Police and Fire; Prison Guard; Professional Sports; Public Sector (State and Local Government.); Pulp and Paper; Transportation; Trucking and Storage; Utilities

Issues: Affirmative Action; Absenteeism; Arbitrability; Bargaining Unit Work; Conduct (Off-duty/Personal); Demotion; Discipline (Non-Discharge) Discipline (Discharge) Discrimination (Age;Sex); Drug/Alcohol Offenses; Entertainment/Arts; Fringe Benefits (Bonus, Holidays, Leave); Grievance Mediation; Hiring Practices; Job Performance; Job Posting/Bidding; Jurisdictional Dispute; Layoffs/Bumping/Recall; Management Rights; Past Practices; Performance Impairment; Promotion; Safety/Health Conditions; Seniority/Sexual Harassment; Subcontracting/Contracting Out; Wages- Holiday Pay, Job Classification & Rates, Merit Pay; Work Hours/Scheduling/Assignments; Working Conditions/Work Orders; Work Place Violence or Threats

Other Qualifying Experience

Firm or Organization	Mediation Research & Education Project, Inc.	
Position	Vice President	
Impartial/Advocacy?	Impartial	From / To 1990 – Present
Firm or Organization	NW Center for Conciliation/Resolutions Int'l	
Position	Director/Partner	
Impartial/Advocacy?	Impartial	From / To 09/1986 – 1998
Firm or Organization	Washington Education Association	
Position	Contract Administrator	
Impartial/Advocacy?	Advocacy	From / To 06/1981 – 12/1988
Firm or Organization	Michigan Education Association	
Position	UniServ Director	
Impartial/Advocacy?	Advocacy	From / To 03/1979 – 06/1981
Firm or Organization	University of Washington, Central Washington University, Eastern Washington University, Antioch University	
Position	Adjunct Professor	
Impartial/Advocacy?	Impartial	From / To 1986 – 1995

Educational Background

B.S., English/Library Science, Wayne State University, 1971.
 M.L.S., Library Science, Western Michigan University, 1975.
 Ph.D., Public Sector Labor Relations, University of Michigan, 1985.

Professional Certifications and Licenses

Chartered Mediator, 2018.
 Mediator, National Justice Center, 1984.

Membership in Professional Organizations

National Academy of Arbitrators, Board of Governors.
 Industrial Relations Research Association.
 Society for Professionals in Dispute Resolution.
 American Arbitration Association.
 Arbitrators Association of British Columbia.

Availability and Fees

Availability:

- Grievance arbitration, Interest arbitration, Fact-finding.
- Prepared to conduct virtual hearings and mediations.

Constraints on Time: None.

Current Fees: \$2,150 per day for arbitration
\$2,350 per day for mediation.

Cancellation Fees: One-half day fee* will be charged when cancellation is received after a hearing date has been scheduled and 30 days prior to the scheduled session.

One day fee* will be charged when cancellation is received within 30 days of the scheduled session.

All postponements will be billed in accordance with the cancellation fee schedule.

Travel/Subsistence Charges: En route and relative to dispute resolution activities only, at \$100 per hour, not to exceed \$800 in any 24-hour period.

Other Fees Charged: Secretarial, hotel, meals, transportation, and reproduction costs will be billed on the basis of cost incurred.