



LAW ENFORCEMENT ARBITRATOR ROSTER

MEMBER INFORMATION

Name	Patrick Halter
Current Profession	Arbitration, Factfinding, Mediation, POBR Investigations
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Information Updated	November 2023
Dates of Term	September 14, 2021 – January 6, 2025

Employment with Impartial Labor Relations Administrative Agencies

Organization	New Mexico Public Employee Labor Relations Board
Position	Executive Director
From / To	07/1993 – 07/1999 (Law sunset; Governor vetoed renewal)
Organization	U.S. Federal Service Impasses Panel & U.S. Foreign Service Impasse Disputes Panel
Position	Senior Staff Associate
From / To	02/1980 – 08/1986

Brief Description of Industries and Issues Dealt With

Industries: Aerospace, aircraft mfg., agriculture, aluminum, automotive, beverage, brewery, building products, call centers, canning, casinos-gaming, cement, chemicals, coal-copper mining, communications, construction, corrections, dairy, education, electrical equipment/appliance, electronics, EMT-paramedic services, engineering & research, financial institutions, fire-rescue, food (wholesalers, retailers) foundry, health care, hospitals/assisted living facilities, hospitality, insurance, iron-steel, law enforcement, lodging, logistics, lumber, maritime-ferries, meat packing, metal fabrication, mining, office support/clericals, pharmaceuticals, police (state, county, local, political sub-divisions), pulp & paper, petroleum refining/petrochemicals, public safety, security guards, refrigeration/HVAC, regulatory agencies, retail stores, rubber/tire, service industries, social services, steel, supermarkets, telecommunications, transportation, trucking & storage, universities, utilities, warehousing, wireless phones.

Issues: Attorney fees, absenteeism, arbitrability, bargaining units/craft jurisdictions, conduct (on-duty/off-duty), civil rights, COLA, COVID, demotion, discipline, discharge, discrimination (Title VII, ADA, ADEA, etc.), drug/alcohol offenses, due entry rates, FLSA, FMLA, health/hospitalization coverage, hiring and recruitment practices, holidays &

holiday pay, hours of work & scheduling, incentive pay, insurance, job classification & rates, job performance, job posting/bidding, just cause, inter-craft pay, last chance agreements, layoffs/bumping/recall, leave, light duty, management rights, merit pay, overtime, past practices, POBR, public safety investigations, reassignment, reclassification, reprisal-retaliation, retirement, safety/health conditions, OSHA, work schedules/tours of duty, seniority, settlement agreements, severance pay, sexual harassment, subcontracting/contracting out, surplus/contingent employees utilization rates, temporary duty relief and returns, travel expenses, union work jurisdiction, union rights/security/discrimination, vacation/vacation pay, whistle-blowing, workplace violence/threats, work conditions, workers' compensation, workplace climate surveys.

Other Qualifying Experience

Firm or Organization	City of Albuquerque (NM) Labor-Management Relations Board		
Position	Chair		
Impartial/Advocacy?	Impartial	From / To	08/2007 – 08/2015
Firm or Organization	W.P. Dolan & Associates, Inc., Kansas City, MO		
Position	ILR Director – Ford/Goodyear-UAW/URW Initiative		
Impartial/Advocacy?	Impartial	From / To	08/1986 – 07/1993

Educational Background

National Judicial College-University of Nevada (Fair Hearing and Due Process)
Johns Hopkins University (Applied Economics/post-graduate fellowship)
Indiana University, MPA (Public Finance/Government Accounting/Labor Relations)
Arizona State University, BA (History/English)
Association of Workplace Investigators, Public Safety Investigations Certification
Albuquerque Citizens Police Academy (ride along/SWAT, chain-of-custody evidence, shoot/don't shoot, taser logs/lapel camera/firearms training, de-escalation techniques)
CLEs (police liability, evidence, admin law, contracts, crimes, torts, civil procedure)

Professional Certifications and Licenses

Mediator, District of Columbia Superior Court

Membership in Professional Organizations

National Academy of Arbitrators
National Association of Administrative Law Judges
American Bar Association
American Arbitration Association
Association of Workplace Investigators