

CHARLENE  MACMILLAN  
Labor Arbitrator

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Arbitrator MacMillan has worked in labor relations since 1994, and brings years of leadership in the public and private sectors to her work as an Arbitrator. Having worked as advisor, advocate, chief negotiator and liaison between employers and unions, she possesses a deep understanding of the dynamics of collective bargaining; and has earned the trust of both labor and management for her integrity, fairness, competence, and professionalism.

Arbitrator MacMillan is skilled in interpretation, negotiation and administration of collective bargaining agreements, and holds certifications in labor & employment law, contract law, and mediation. She is committed to continuous learning, and continues to develop and deliver training to management and labor advocates alongside her arbitration practice.

Arbitrator MacMillan holds permanent panel appointments in the federal, public and private sectors, and as a civil service Commissioner. She is also a member of the following national and regional arbitration panels:

- American Arbitration Association (AAA)
- Federal Mediation & Conciliation Service (FMCS)
- National Mediation Board (NMB)
- California State Mediation & Conciliation Service (CSMCS/PERB)
- Montana Board of Personnel Appeals
- Nevada Employee-Management Relations Board (EMRB)
- Oregon Employment Relations Board (ERB)
- Virgin Islands Public Employees Relations Board (VIPERB)

**ISSUES** Contract Administration & Interpretation · Classification · Compensation · Decision Bargaining · Effects Bargaining · Discipline · Discharge · Interest Arbitration · Jurisdiction · Just Cause · Last-Chance Agreements · Layoff & Recall · Leaves · Performance Management · Policies · Random Drug Testing · Safety · Unfair Labor Practices · Wage & Hour

**INDUSTRIES** Automotive · Communications · Customer Service (incl. Call Center) · Defense · Education · Emergency Management · Energy · Engineering · Federal Sector · Healthcare · Human & Social Services · Information Technology · Land Use & Planning · Law Enforcement · Local Government · Oil & Gas · Public Administration · Public Health · Public Safety · Public Works · Retail · Securities · Transit · Transportation · Utilities

## QUALIFICATIONS

Masters, Public Administration (MPA)

Business Management & Labor Law, City University, Tacoma, WA

Bachelor of Science (B.Sc.)

Business Administration, Human Resources Management, City University, Tacoma, WA

Bachelor of Arts (inc.)

International Studies, York University, Toronto, CA

Federal Sector Arbitration Certification – FMCS, 2020

Advanced Labor Arbitrator Certification – AAA, 2019

Advanced Arbitrator Training, FINRA – 2017

Arbitrator Certification, FINRA – 2016

Becoming a Labor Arbitrator Certification (BALA), FMCS – 2015

Certified Labor Relations Professional (CLRP), NPELRA – 2015

Senior Professional in Human Resources (SPHR), HRCI – 2013

Labor-Management Negotiations Workshop, FMCS – 2012

Mediator Certification, King County ILCRG – 2010

## PUBLICATIONS

*Labor-Management Relations: A Handbook for Labor Relations Professionals* (2021)

*The 7 Tests of Just Cause: Arbitral Standard or Labor-Management Tool?* (2016)

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## FEE SCHEDULE

Per diem:     \$2,200

Per diem rate applies to travel, study and award writing time, billed in half-day increments.

### Cancellation or Continuance:

Once confirmed on my schedule, matters are subject to cancellation fees.

—Within 20 calendar days of hearing date:                     \$2,200 per hearing day scheduled

—More than 20 calendar days prior to hearing date:         \$1,100 per hearing day scheduled

Reasonable travel expenses including airfare, hotel, meals, ground transportation, mileage, etc., will be billed for reimbursement at actual cost.

Invoices are due on receipt. Unpaid invoices will be re-billed every thirty (30) days. The second and each subsequent re-billing of an invoice will be subject to a re-billing fee of \$200.00.

This fee schedule is reviewed periodically, and is subject to change. Fees in effect at the time of my appointment will apply to initial hearing dates scheduled; subsequent dates may be charged at a higher rate.