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Lurie Workplace Solutions
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Arbitrator Training & Experience

- Arbitrator for Labor, Employment, & Consumer Panels of the American Arbitration Association - 40+ cases
- Arbitrator for Federal Mediation & Conciliation Service (FMCS) Labor Panel
- Arbitrator for Washington PERC grievance cases & law enforcement discipline
- Grievance Arbitrator for Oregon Employment Relations Board (ERB)
- Arbitrator for interest arbitrations and negotiation impasse situations
- Member of Arbitrator Roster for National Mediation Board – new member
- Montana Board of Personnel Appeals Arbitrator Roster – new member
- Amtrak training provided by NARR in August, 2023
- California PERB Panel of Neutrals for arbitration and fact-finding – new member
- Retired On-call Hearing Officer for Seattle Civil Service Commission (2012-2022)
- Arbitrator of business contract disputes for King County Superior Court (1991-1994)
- Labor Arbitrator training courses with the FMCS
- Arbitration training with King County Superior Court Mandatory Arbitration Program
- Advanced training in arbitration skills with American Arbitration Association
- Lead on 120+ arbitration cases & briefs; Coach & mentor for professional colleagues

Labor Relations Training & Experience

- 30+ years' experience in labor relations, labor law and employment law
- Advocate in fact-finding cases, currently serve as a neutral fact-finder
- Developed grievance and peer mediation programs and training manuals
- Mediator of 100+ workplace disputes, including discrimination/employment law issues
- Lead negotiator for school district employee contracts and drafter of contract language
- Lead for joint labor-management committees on leave policies, cyber-bullying, sexual harassment awareness & prevention, workplace safety, workers' compensation, essential job requirements, job classification systems, salary schedules, discipline & investigation policies, performance evaluation systems, last chance agreements, workforce diversity, substance use & employee assistance programs, professional development models, staffing & layoffs, work calendar, religious holiday policy, dues checkoff/requirements, use of workplace communication platforms, subcontracting and jurisdictional disputes.
- "Closer" on resolving difficult labor-management negotiations and impasse cases
- Summa Cum Laude graduate of Pennsylvania State University, Bachelor's degree in Labor-Management Relations, winner of award for top student in the department
- Honors graduate of University of Wisconsin Law School – Juris Doctor degree
- Advanced Mediation course at Straus Institute, Pepperdine University

Professional & Community Activities

- Former Chair of King County Bar Association Dispute Resolution Section, 2015-2019
- Planning Committee of Pacific Coast Labor & Employment Conference

- Former Chair & Planning Committee for NW ADR Conference, 1992-2019
- Presenter on Mediating Workplace Disputes, Generational Diversity in the Workplace, Preparing for Arbitration, Managing Polarities, Mental Health and Wellness issues, Building Resilience, Preventing and Addressing Sexual Harassment, Ethical Dilemmas for Labor Lawyers
- Past Board President of National Alliance on Mental Illness (NAMI), East King County affiliate in WA State
- Pro-bono organizational development for nonprofits
- Team building and communications training for labor-management groups
- Founder of Multicultural Steering Committee for East King County community organizations, 2019 to present
- Licensed to practice law in the State of Washington
- Trial experience in federal court, state court, administrative proceedings
- Experience with ERISA claims, pension systems, and wage & hour issues
- Lead in developing job classification systems for nonprofit agencies and school districts in Seattle, Northshore, Shoreline, Renton, and Bellingham
- Graduate of Leadership Tomorrow community leader training program

Arbitration Rates

Arbitrator fees, expenses, and cancellation fees have been set by the Public Employment Relations Commission (PERC) for law enforcement cases.

Parties are responsible for the cost of transcripts or official hearing records, venue, exhibits, and photocopies. Mileage is charged to parties outside of the Seattle, Washington area. Necessary lodging and transportation expenses are charged for hearings outside WA State. *Travel time is not charged to the parties.*

In-person hearings, videoconference hearings, hybrid hearings, and document-only reviews are all available. COVID/Flu protocols are required for in-person hearings (physical distancing and proper air ventilation).

Parties are required to participate in a Pre-Hearing Conference call to determine the issue(s) in dispute, confirm date(s) of hearing, number of days needed, location, number of witnesses and exhibits, type of hearing record desired, and other pre-hearing logistics. Pre-hearing work is not charged separately and is included in the arbitration fee.

Parties are responsible for any canceled airfare and other nonrefundable costs. Parties are not charged for unused days of hearing in cases completed in fewer days than anticipated. Joint requests for postponement will be automatically granted for the first request. Subsequent requests and unilateral requests will be granted for good cause shown by either party. Parties are responsible for any transportation or lodging costs incurred from postponement or cancellation of the hearing.