

Howell L. Lankford, NAA

Occupation: Labor-management arbitrator and mediator.

Contact: P.O. Box 22331, Milwaukie, OR 97269-0331; (503)349-3842, hll@iname.com.

Organizations, publications: Past Member of the Board of Governors (2011-13), past Membership Chair (2019-2022), and Past Regional Chair of the National Academy of Arbitrators. Past Chair of the Oregon State Bar Labor & Employment Law Section. Past Editor of the *Washington Labor Law Digest*. Past Editor of the annual University of Oregon PERC *Casebooks* and of the LERC *Monograph* series, including *Individual Statutory Rights of Represented Employees*. Author of the Oregon State Bar CLE chapter on enforcing public sector collective bargaining agreements in *Labor & Employment Law*, 1990, 1994, 1997, 2002 and 2012.

Experience as a neutral: Full time private practice as a neutral in labor relations since 1984. (1979-1984: ALJ for the Oregon Employment Relations Board.) Grievance arbitration, mediation, and factfinding cases involving (1) cause for discipline and discharge and (2) a range of contract interpretation issues including arbitrability, evaluation, RIF, seniority, subcontracting, safety, discrimination and harassment, FLSA, FMLA, disability, alcohol & substance abuse & testing, overtime, salary administration, skimming, double-breasting, classification, fringe benefits, assignment and transfer, vaccination accommodation, incentives, union security & fees, etc. Interest arbitration cases in police, fire, corrections, communications, transit, & inland waterway units and in the private and federal sectors. Police Internal Affairs Auditor for the City of Eugene, Oregon (2001-2005).

Prior experience: Truck driver, dispatcher, carpenter, asst. restaurant manager, disability agent, personnel agent, Asst. Professor of Philosophy (University of Alabama), Attorney (now inactive), Deputy Labor Relations Counsel for Multnomah County, Oregon.

Education: J.D., University of Oregon, 1977; M.A., K. Phl., Northwestern University, (Evanston, Illinois) 1968; B.A., Reed College, 1965.

Public lists: AAA; FMCS; Oregon ERB; Washington PERC; Montana BPA; Hawaii HLRB.

Current & recent private panels (a partial list): Oregon State Hospitals (nurse units) & AFSCME; Oregon Health Science University & AFSCME; State of Oregon & SEIU (sole State-wide classification dispute arbitrator); Univ. of Washington & SEIU; State Of Washington & WSEA (AFSCME); PacifiCorp & UW (Wyoming); FAA & NATCA (Pre-Arb.); State of Alaska & PSEA; State of Alaska and MM&P, State of Alaska and APEA; Boeing & IAM; Transdev Services & IBT; State of Oregon & SEIU (Home Care Workers, Adult Foster Care Workers, etc.); AT&T Mobility and CWA.

Fees: Until 5/31/24: \$2,400/ (7 hour) day of grievance arbitration hearing, travel, research, study and writing time, plus costs if out of town overnight. \$3,200 per day for interest arbitration or grievance mediation. **Beginning 6/1/24: \$2,800 for grievance cases and \$3,200 for interest or mediation cases.** Cancellation and set over fees: one day's fee (at the rate for that case) per scheduled day of hearing if notice is received by my office less than 30 days prior to the scheduled beginning of the hearing. For hearings scheduled for 3-4 days, the minimum cancellation/set over notice period is sixty days; for 5 days or more it is ninety days.

(03/27/24)