

Nancy E. Brown

Employment Relations Alternatives

1507 S E Morrison
Portland, OR 97214
(503) 234-6114
Fax: (503) 234-6104
nancybrown1507@comcast.net

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Occupation Arbitrator – Mediator

Experience Twenty years experience in the mediation of collective bargaining disputes in Oregon public sector. Ten plus years experience in labor arbitration in both the public and private sector. Issues include: arbitrability, contract interpretation/application, discharge, discipline, health & welfare, layoff, bumping, recall, overtime, scheduling of work, seniority/ability, tenure, transfer, vacation, wages and classification

Work History Arbitrator/Mediator/Facilitator/Trainer, self-employed 1998 to present;
Instructor, Mediation Workshop, Willamette University College of Law, 1989-1998;
State Conciliator, Oregon Employment Relations Board, 1989-1998;
Mediator, Oregon Employment Relations Board, 1978-1989;
UniServ Consultant, Oregon Education Association, 1974-1978; and,
Teacher, Lake Oswego School District, 1968-1974.

Education Marylhurst College (BA-1961)
Willamette University College of Law (JD-1989)
Certificate for Dispute Resolution, Willamette University
College of Law (1989)

Professional Organizations Oregon State Bar Association, Inactive
Oregon State Bar Association, Labor and Employment Section,
Executive Committee Member 2001-2002; Secretary 2003; Chair-
2005 and, Oregon Chapter Industrial Relations Research Association,
President 2001-2002.

Professional Licenses Admitted to Oregon State Bar, 1989

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FEE SCHEDULE

- Hourly or per diem rate:** \$800.00 per 8-hour day of hearing and study time. Days will be prorated where appropriate.
- Cancellation fee:** \$400.00 per scheduled hearing day if less than 10 calendar days notice before the first scheduled hearing. No cancellation fee will be charged if a new hearing date is scheduled for a date certain at the time of postponement and that hearing is not subsequently cancelled.
- Travel/subsistence fees:** Actual mileage from Portland charged at IRS rate; meals, lodging, airfare/car rental, if necessary. No travel time will be charged for any roundtrip less than eight hours. However, a charge of \$40.00 an hour will be assessed for travel time over the initial eight hours.