

EDWARD M. CLAY
Arbitrator

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BUSINESS ADDRESS

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PROFESSIONAL AFFILIATIONS:

Labor and Employment Relations Association-Treasurer

EDUCATION:

Grays Harbor Community College
University of Washington
Western Washington State College
University of Oregon Labor Education & Research Center

ARBITRATION/LABOR RELATIONS EXPERIENCE;

Present: Arbitrator.

1997-2006: Secretary-Treasurer United Food & Commercial Workers (UFCW). Served as chief negotiator for multi employer contracts in the retail food, meat, health care and other industries, trustee on numerous joint labor management health & welfare and pension trusts.

1984-1996: Grievance Director, UFCW. Responsible for all grievance processing, preparing and presenting arbitration cases, all National Labor Relation Board issues and supervision of staff.

1977-1983: Field Representative, United Food & Commercial Workers. Duties included contract enforcement, problem resolution, grievance processing up to arbitration, employment division hearings, conferee on grievance resolution panels.

INDUSTRIES:

As an advocate: Bakery, Banking, Beverage, Canning, Chemical, Clothing, Dairy, Food (manu./proc./service), Furniture, Health Care, Hospitals/Nursing Homes, Office Workers/Clerical, Retail Stores, Transportation, Warehousing.

ISSUES:

As an advocate: Absenteeism, Arbitrability, Bargaining Unit Work, Conduct (off-duty/personal), Demotion, Discipline (non-discharge), Discipline (discharge), Discrimination: (Age, Disability, Race, Sex, Religion, National Origin), Drug/Alcohol Offenses, Fringe Benefits: (Bonus, Holidays, Insurance, Leave, Vacation), Grievance Mediation, Health/Hospitalization, Past Practices, Pension & Welfare Plans, Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Union Security, Wages: (Cost of Living, Holiday Pay, Incentive Pay, Job Classification & Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay), Work Hours/Schedules/Assignment, Working Conditions/Work Orders, Violence or Threats

ARBITRATION ROSTERS:

Oregon Employment Relations Board

FEES:

PER DIEM FEE: \$800.00

Each scheduled hearing day will be billed at the full per diem rate. Time for research and preparation of the opinion will be on a prorated basis.

Cancellation fee of \$400 applies to scheduled hearing days unless canceled with 10 days notice.

Expenses: Expenses for travel (including airfare, car rental, food and lodging) are billed at cost. Mileage beyond 50 miles is billed at the applicable IRS rate.