

**Name:** Fredric R. Dichter  
Arbitrator

**Address:** 27013 Pacific Hwy. S. #284  
Des Moines, WA 98198

**Email Address:** [fdichter@naarb.org](mailto:fdichter@naarb.org)

**Office Phone:** (877) 289-0984

**Degrees:** BS, Boston University, 1968  
JD, St. John's University, 1971  
LLM, (Labor Law) New York University, 1972



### EXPERIENCE

**Employment History:** Teamsters Local 959, Anchorage, Alaska - 1977-1979; Law office of Fredric R. Dichter, Anchorage, AK - 1979-1991; Brigden & Petajan, Milwaukee WI - 1991-1993; Marquette University, Adjunct Professor, Labor History - 1993.

### **PROFESSIONAL ASSOCIATIONS:**

National Academy of Arbitrators, American Arbitration Assn., ABA, Section of Labor & Employment Law, ADR Committee, LERA (formerly IRRA).

### **OTHER STATE AGENCY LISTINGS:**

**WA Perb, MT. Board of Personnel Appeals, WI, IA, IL, and ME Employment Boardss**

**Neutral Experience:** Full-time Arbitrator since 1993. Decisions include approximately 70 Interest Arbitrations in several different States, as well as substantial number of other public and private sector matters.

### **Issues Addressed as Arbitrator:**

Absenteeism, ALC & Drug Abuse, Arbitrability, Assignment of work, Demotion, Discharge, Discipline, Discrimination, Environmental Pay Health & Welfare, Holiday/Holiday Pay, Incentive Rates/Standards Job Class, Job evaluation, Job Posting/bidding, Jurisdiction, Layoff, bumping/recall Mgmt Rights New/Reopened contract terms, Overtime, Past Practices, Pensions, Rate of Pay, RIF, Reporting, call-in call-back, Safety, Scheduling of Work, Seniority, Severance Pay, Strike/Lockout Settlement problems, Subcontract, Successor, Training, Transfer, Vacation/ Vacation Pay, Work Performance, Working conditions, Guaranteed workweek, COLA, Insubordination, Leave of absence, Merit Pay, Official Time, Other Fringe Benefits, Performance Appraisals, Promotions, Reassignment, Shift hours, Sick leave, Wages, Sexual Harassment, Pension claims, Trustee Deadlocks, Benefit Denials.

## FEES AND CHARGES

**Per Diem:** \$1000

**Postponement Charge:** One day per diem per each day scheduled if postponed by either party within 30 days of hearing date. 1/2 day per diem if postponed by either party 31 days or more before the hearing date. No change until hearing date set.

**Cancellation Charge:** One day per diem per each day scheduled if postponed by either party within 30 days of hearing date. 1/2 day per diem if postponed by either party 31 days or more before the hearing date. No change until hearing date set.

**Additional Charges:** Expenses as Incurred.