

# Joseph W. Duffy

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LABOR ARBITRATOR

[www.duffyadr.com](http://www.duffyadr.com)

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## RESUME

**Professional Affiliations:** National Academy of Arbitrators  
Washington State Bar Association

**Education:** J D – Seattle University Law School  
M P A – University of Washington  
B.A. – Columbia

**Industries:** As an arbitrator, have heard and decided cases in the following industries: Broadcasting, college faculty (community college and four-year), communications, construction, electrical utilities, fire fighting, food processing, government (city, county, federal), health care, high technology, hotel & restaurant, manufacturing, maritime, metal working, mining, newspaper, nuclear energy, package delivery, oil refining, police, postal service, public transit, railroad, retail grocery, school districts, shipyards, telephone, truck manufacturing, trucking, warehousing.

**Issues:** Arbitrability, attendance, bargaining unit work, benefits, compensation, contract interpretation, contracting out, demotion, discipline and discharge, hazard pay, hiring practices, holiday pay, incompetence, job classification, layoff, off-duty misconduct, overtime, premium pay, scheduling, seniority, sexual harassment, vacation, work assignment.

**Fees:** \$1200 per day for labor arbitration hearings and study time, plus reasonable travel expenses for travel outside the Seattle area. Refundable airline tickets are purchased when the case involves air travel. Cancellation fee of \$1200 per day for each scheduled day that is cancelled with less than thirty (30) days notice prior to the hearing date

**Prior Work Experience: 1993 to present:** Labor Arbitrator/Mediator **1995-2004:** Commissioner, Washington State Public Employment Relations Commission. Appointed by the Governor to this part-time position in 1995 and reappointed in 1999 for a second term that expired in 2004. Along with two other Commissioners, heard and decided appeals from decisions of Hearing Examiners and the Executive Director **1996-1999:** Lecturer, University of Washington, School of Business Administration. Taught courses in negotiation and introduction to law to undergraduate students **1977-1992:** Served as Vice-President of Employee Relations for King Broadcasting Company, a regional communications company headquartered in Seattle. The work force consisted of 1400 employees, including about fifteen bargaining units represented by a number of local unions. The company operated nineteen locations in six states (CA, HI, ID, MN, OR, WA)

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