

E-mail Address: davegaba@compasslegal.com

Present Occupation: Attorney, Arbitrator, Mediator

First Business Address:

1001 Fourth Avenue, Suite 3200
Seattle, WA 98154
Phone: (206) 251-5488

PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators
LERA (past president NW chapter)
King County Superior Court Arbitrator
AAA Employment Arbitrator & Mediator

Department of Defense Contractor
Inter-local Mediation Consortium
Seattle District Court Conciliator
USA&M Service

EDUCATION:

University of Nebraska, J.D. / M.B.A.

CERTIFICATIONS:

Law Washington 1989
Law Nebraska 1985
Law Idaho 2010

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1997 – Present: Arbitrator. Arbitrate labor and employment cases (see industries and issues below) for FMCS, State PERB's and AAA.

1992 to 1997, 2002 to 2003: Labor Relations Manager Metropolitan King County; managed the labor relations function for the eleventh largest county in the United States.

1990 to 1992: Washington State Nurses Association General Counsel. General Counsel for one of the largest labor unions in Washington.

1989 to 1990: Washington Attorney General: Assistant Attorney General. Litigated cases and advised on labor and employment law issues.

1986 to 1989: Nebraska Appeal Tribunal: Chief Administrative Law Judge. Heard and decided employment related cases and supervised other judges.

1985 to 1986: Attorney, NE Department of Labor.

INDUSTRIES:

Aerospace, Airlines, Agriculture, Aluminum, Automotive, Bakery, Beverage, Building Products, Brewery, Broadcasting, Canning, Cement, Chemicals, Communications, Construction, Dairy, Education, Electrical Equipment/Appliances, Electronics, Entertainment/Arts, Federal Government (Corp of Engineers, HUD, DOD, VA, BOP, HHS, ect.), Federal Sector Interest, Feed & Fertilizer, Food, Foundry, Furniture, Fruit Packing, Garbage, Local Government (police, fire, transit, schools, jail, local, state), Glass/Pottery, Grain Mill, Grocery, Health Care, Hotels/Motels/Casinos/Resorts, Hospital/Nursing Home, Iron, Lumber, Machinery, Mining, Maritime, Meat Packing, Metal Fabrication, Mining, Nuclear Energy, Office Workers/Clerical, Organizations, Packaging, Paint & Varnish, Petroleum/Petrochemicals, Pharmaceuticals, Plastics, Plumbing, Police and Fire, Printing and Publishing, Pulp and Paper, Retail, Recycling, Refrigeration/HVAC, Restaurants, Retail Stores, Rubber/Tire, Transportation, Trucking.

ISSUES:

Affirmative Action, 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, FLSA, FMLA, Fringe Benefits: Bonus, Holidays, Insurance, Interest Arbitration, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Hiring Practices, Interest Arbitration, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Pension Claim (Fed. Statute), Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Trustee Deadlocks, Union Security, Wages: Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats

PERMANENT PANELS:

State of Alaska/Alaska Patrol Offic. Asse.	City of Tukwila/USW
Federal Way/FWPOG	Kimberly Clark/AWPPW
State of Oregon/AFSME 75	FAA/National Air Traffic Controllers Asse.
Port of Seattle/Teamsters 117	AFGE 1406/Air Force Material Command
State of Alaska/ASEA	

ARBITRATION ROSTERS:

American Arbitration Association (including employment), CA CMS, WA PERC, OR PERB, MT PERB, HLRB, WAMS, IA PERB, NE CIR, King County Superior Court, AAA Mediation, Federal Mediation and Conciliation Service, FINRA.

PUBLISHED CASES:

Published cases include: City of Oakland, 128 LA 1217 (2011) Oregon Department of Corrections, 127 LA 641 (2010), County of Monterey, 127 LA 207 (2009), Grandview School District, 126 LA 1263 (2009), City of Montclair, 127 LA 32 (2009), U.S. Department of the Army, 125 LA 1287 (2008), Lincoln Electric System, 125 LA 1185 (2008), United Parcel Service, 124 LA 1032 (2008), The Canyons Inc. 123 LA 1271 (2007), St. Peter Hospital, 123 LA 473 (2007), Klamath County, 122 LA 1745 (2006), Lehigh Cement Co., 122 LA 643 (2006), Fluor Hanford, 122 LA 65 (2005), Denver School District, 120 LA 816 (2004), West Valley City School District, 120 LA 756 (2004), Basin Electric Power Cooperative, 120 LA 210 (2004), Graphic Packaging International, 120 LA 140 (2004), Kitsap County, 119 LA 1753 (2004), Seattle School District, 119 LA 481 (2004), Mission Foods, 118 LA 1608 (2004), Rabanco Recycling, 118 LA 1411 (2003), City of Mill Creek, 116 LA 101 (2001) State of Alaska, 114 LA 1305(2000), City of Bellingham, 115 LA 944 (2001), Hanford Environmental Health, 115 LA 97 (2000).

SIGNIFICANT PUBLICATIONS: *Equitable Defenses Under State Blue-Sky Law*, PIABA B. J., Vol. 16, No. 3 (2009); *Disregarding the Manifest Disregard of the Law Standard Under the Federal Arbitration Act*, 17 PIABA B. J. 179 (2010).

FEES:

PER DIEM FEE: \$1400. No charge for travel time of less than four hours. Hourly rate after 5:30 PM.
DOCKETING FEE: May apply (waived for clients who use email). **EXPENSES:** Charge for reasonable actual expenses.

CANCELLATION FEE: Require 30-business days notice of cancellation or continuance or charge for days set.