

SANDRA SMITH GANGLE, P.C.

Arbitrator and Mediator

P.O. Box 904, Salem, Oregon 97308

Phone: (503) 585-5070 e-mail address gangle@peak.org FAX 503-585-2412

EDUCATION J.D., Willamette University College of Law (1980) (Elected to *Law Review*, 1978-80)
M.A., University of Oregon (1968)
B.A., College of New Rochelle, New York (1964)

PROFESSIONAL BACKGROUND: 1980-pres Private Practice: *Now limited to Arbitration, Mediation*
1968-77 Instr of French and Eng as Second Lang, OSU, Willamette Univ, Chemeketa CC

ARBITRATION EXPERIENCE and ROSTERS:

Federal Mediation and Conciliation Service (Labor Arbitrator Roster member since 1985)
American Arbitration Association (Labor, Employment, Commercial, Mass Claims)
State Public-Sector Labor Arbitration Rosters: Oregon, Washington, California, Montana
U.S. Postal Service Expedited Arbitration Panel: Pacific Northwest Region (1987-92)

ISSUES ARBITRATED (Partial list):

Arbitrability, Absenteeism, Alcohol/Drug, Discipline & Discharge, Sexual Harassment,
Race/Religion/Disability Discrimination, Past Practice, Wages, Benefits, Contract Interpretation,
Work Performance, Theft/Dishonesty, Parol Evidence, Promotion/Layoff, Safety, Seniority.
Exp'd in public sector interest arbitration.

ADMINISTRATIVE HEARINGS OFFICER EXPERIENCE:

State Center Community College District (Fresno, CA)(Employee termination 2005)
City of Keizer (Land Use Hearings Officer) (1986-92)
Oregon Department of Education and various school districts (disability issues) (1986-88)
Oregon Dept of Transportation Task Force Facilitator (1999-2000)

MEDIATION EXPERIENCE

Key Bridge Foundation Mediator of Disputes under the ADA (1998-present)
U.S. Postal Service REDRESS workplace mediation program (2000-present)
Mass-claims mediation – Federal Court Insurance Settlement (through AAA, 1999)

PROFESSIONAL AFFILIATIONS:

American Arbitration Association (since 1986)
Oregon State Bar Association (inactive)
Association for Conflict Resolution (fka SPIDR)(since 1986)
OILERA

CIVIC BOARDS AND COMMISSIONS:

League of Women Voters of Oregon (Board member 2007-present)
Salem YWCA Board of Directors (1997 – 2002)
Salem City Club Board of Directors (1998-2003, Pres 2001-2002)
Marion County Courts Mediation Commission (1993-98)
Marion County Fire District Civil Service Commission (1987-92)
Board of Trustees, Salem Peace Plaza (1986-97, President, 1993-95)

OTHER EXPERIENCE:

Presenter on CLE panels and workshops regarding arbitration/mediation:

- Oregon Employment Relations Board Arbitrators' Conference (2003)
- Oregon Department of Employment Workshop on ADR (1996)
- Western Oregon State College Workshop on ADR in employment (1996)
- National SPIDR Conferences: Dallas, Texas (1995) and Washington, D.C. (1996)
- Salem Economic Development Corp. Workshop on Employment ADR (1995)
- Washington State Bar Annual ADR Conference (1992, 1993, 1994)
- SPIDR Northwest Conference (Seattle, WA 1992, 1993)

Participant: AAA Neutrals' Retreat (Orlando 1998, San Diego 2009)

- International Arbitration Training (Stanford Univ Law School, 1999)
- Cornell School of ILR, Europe 1992 workshop, Oxford University, England

PUBLICATIONS

- "Alcohol and Drug-Related Issues in Public Sector Arbitration Cases",
Lab. Ed and Res. Center (U of O) Monograph Series No. 5 (1986)
- "Patient Abuse Cases: Violence in Residential Care Facilities",
Arbitration Quarterly of the Northwest (Fall 1992)
- "Gender and Power in the Workplace", Arb. Quarterly of the Northwest (Spring 1993)
- "Employment Arbitration Agreements: Are There Minimum Standards
of Procedural Fairness?" Proceedings, 1994 Univ. of Wash. ADR
- "Arbitrator's Duty to Make Disclosures", SPIDR NW Newsletter, 11/95
- "Public Policy vs. Public Opinion", U of O Monograph Series No. 17 (2003)

AWARDS:

- Rexam Graphics and AWPPW, Local 78* (Discharge Arb), 111LA 1177 (1999),
aff'd, Case No. 99-35862, 9th Cir , Aug 8, 2000.
- Dept. of Veterans Affairs and AFGE*, 113 LA 961 (2000)(Same-Sex Harassment Arb)
- Fed. Bur. Of Prisons and AFGE, Local 3379*, 114 LA 1126 (2001)(Proc. Arbitrability)
- Albertson's and UFCW Local 555*, 115 LA 887 (2001)(Insubord., Sexual Harassment)
- Valley Communications Ctr And VCC Employees Assn*, 119 LA 1767 (2004)(Dress code)
(See multiple references to this case in Elkouri & Elkouri, 2009 Supplement)

ARBITRATION FEE SCHEDULE

Professional Services: Hearing, Study, research and drafting of AWARD: **\$950 per diem (\$150/hr)**
Travel time charged at \$75/hr (first hour travel time at no charge)
Expenses: Meals, lodging, plane travel, parking, postage, etc at actual cost

Cancellation/Postponement Fees: \$950 per sched day, if hearing cancelled w/in 72 hours of hearing date;
\$500 per scheduled day, if hearing cancelled/postponed 3-30 days prior to hearing;
\$350 minimum cancellation fee, once hearing date is set.
*Cancellation fee waived if hearing is postponed for cause and goes forward
at later date.*

Terms of Payment: Unless parties agree otherwise, arbitrator's fees and expenses are payable by the parties
equally and are due in full within 30 days of Award or Cancellation.