

Janet L. Gaunt

Attorney at Law

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Arbitration / Mediation / Factfinding

2007 Resume/Fee Schedule

EDUCATION:

Juris Doctor, Order of the Coif, Washington Univ. School of Law (1974)
Bachelor of Arts, Oberlin College (1969)

CERTIFICATION: Law Washington 1974

GENERAL EXPERIENCE:

Arbitrator/Mediator/Factfinder (1981 - present)
Chairperson, Washington State Public Employment Relations Commission (1989 - 1996)
Member, King County Personnel Board (1981-1982)
Tribunal Chairperson, Washington Human Rights Commission (1980-1982)
Attorney, Davis, Wright, Todd, Riese & Jones (1974 - 1979): specialized in public and private sector labor law, including the representation of clients in mediation, arbitration, discrimination litigation, the negotiation of collective bargaining agreements, and representation in proceedings before administrative agencies or boards

PROFESSIONAL AFFILIATIONS: National Academy of Arbitrators (Vice-President 2002-2004, Board of Governors 1998-2001); NAA Research & Education Foundation Board Member (1991-1997); College of Labor and Employment Lawyers (Fellow); Washington Women Lawyers State Bar Association (Co-President 1986; Passing the Torch Award 1999); Washington State Bar Association

ARBITRATION/MEDIATION PANELS (samples - not all inclusive):

Federal Mediation and Conciliation Service (FMCS); Washington Public Employment Relations Commission Dispute Resolution Panel; Oregon Employment Relations Board Panel of Factfinders and Arbitrators; Montana Board of Personnel Appeals - Roster of Arbitrators

Major League Baseball and Major League Baseball Players Association (Salary Arbitration)
Association of Professional Flight Association and American Airlines National System Board
Association of Flight Attendants and United Airlines National System Board
CWA and Cingular Wireless (District 7 Arbitration Panel)
Seattle Police Officers Guild and City of Seattle (OPARB ADR)
Seattle Police Management Association and City of Seattle
Public Employees Local 71 and State of Alaska
AVTEC and State of Alaska
Alaska Public Employees Association and State of Alaska (Supervisory Unit)
Washington State Patrol Troopers Association and Washington State Patrol
Kaiser Permanente and Oregon Federation of Nursing and Health Professionals

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ARBITRATION EXPERIENCE

ISSUES:

Absenteeism, Alcohol & Drug Abuse, Arbitrability, Work-Assignments, Bargaining Unit Work, Call-in Callback Pay, Demotion, Discharge, Discipline, Discrimination, Dress Code, Health & Welfare, Holidays & Holiday Pay, Incentive Rates/Standards, Job Classification, Job Evaluation, Job Posting & Bidding, Jurisdiction, Layoff, Bumping & Recall, Management Rights, Contract Terms, Overtime, Past Practice, Pensions, Rate of Pay, RIFs, Safety, Scheduling of Work, Seniority, Severance Pay, Strike or Lockout, Subcontracting, Successorship, Training, Transfers, Union Business, Insubordination, Leave of Absence, Merit Pay, Official Time, Other Fringe Benefits, Performance Appraisals, Promotions, Reassignment, Red Circle Rate, Shift Hours, Sick Leave, Wages, Work Week Change, Sexual Harassment, Grievance Mediation

INDUSTRIES:

Aerospace, Agriculture, Airlines, Aluminum, Automotive, Bakery, Banking, Beverage, Broadcasting, Canning, Cement, Chemical, Clerical, Clothing, Coal, Communications, Construction, Education, Electrical Appliances, Electrical Equipment, Entertainment/Arts, Federal Sector Grievance, Food, Furniture, Glass, Heating & Ventilation, Health Care, Hotel/Restaurant, Iron, Local Government, Lumber, Machinery, Manufacturing, Maritime, Metal Fabrication, Mining, Nuclear Energy, Organizations, Packing, Paint & Varnish, Petroleum, Pharmaceutical, Plastics, Plumbing, Police & Fire, Print & Publishing, Public Sector Grievance & Interest, Pulp & Paper, Railroads, Refrigeration & Air Conditioning, Retail Stores, Scientific Instruments, Service, Ship Building & Drydock, Shoe, Sports, Steel, Stone, Textile, Transportation, Trucking & Storage, Utilities, Warehousing,

PUBLICATIONS:

"Private Sector Labor Arbitration", Arbitration and Mediation in Washington (WSBA 1989)
"Gender Bias", NAA Chronicle (May, 1991)
"Public Sector Labor Mediation and Arbitration", Arbitration and Mediation in Washington (WSBA 1995, 1998 Supplement)

SEE SCHEDULE:

Labor Arbitrations / Factfinding: For time spent working on a case, including related travel, my standard per diem is \$1600. If a hearing lasts longer or less than a normal workday, the fee is prorated. Expenses incurred in hearing a case will also be billed (including the lowest fully refundable airfare available for convenient flights).

Mediation / Statutory Rights Arbitration: \$250 per hour plus expenses for employment disputes and non-grievance mediation.

Cancellation/Postponement: I end up having to turn away cases every month because all my available hearing dates have been reserved for other cases. Consequently, if you reserve a date for the hearing and then settle the dispute or postpone the hearing you will be subject to the following charges:

The full per diem will be charged for each hearing day if the hearing is postponed or canceled within ten (10) business days of the hearing. When cancellation or postponement occurs with more notice than that, one-half the daily per diem will be charged for each hearing day. The fee will be waived if a subsequent case is scheduled on the date(s) that you vacate.

For cases that go to hearing, my bill will allocate fees in accord with your contract language, if any, but both sides remain jointly and severally liable for payment in the event that one side defaults. Cancellation or postponement fees are automatically billed to the party initiating the cancellation or postponement unless I am informed in writing that your labor contract requires a different allocation or you have mutually agreed to one.