

**E-mail:** wmgreer@msn.com

**Occupation:** Arbitrator

**Business Address:**

P O Box 80847  
Portland, Oregon 97280  
Phone: 503-957-2255  
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**PROFESSIONAL AFFILIATIONS:**

FMCS, AAA, Oregon Labor Employment Research Association (Oregon LERA chapter membership vice-president, 2004-2007); Oregon State Bar (inactive); Oregon State Bar Labor and Employment Law Section (former executive committee member)

**EDUCATION:**

BA, Political Science, Miami University (Oxford, Ohio) 1970  
JD, Law, Washington University (St Louis, Missouri) 1973

**CERTIFICATION:**

Oregon State Bar (inactive).

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

Full time labor arbitrator—January 2004 to date Part-time arbitrator—1996-2003

Administrative law judge, Oregon Employment Relations Board: heard and decided over 300 recommended orders regarding unfair labor practice complaints, representation and unit clarification petitions, and civil service cases—1981-2003.

Advocate in private and public sector contract negotiations, grievance and interest arbitrations, representation and unfair labor practice litigation—1973-1980

**ISSUES:**

Arbitrability (timeliness, mootness), bargaining unit work, callback, classification, constructive discharge, discipline, discharge, due process, evaluation, health plan benefits, inclement weather, incapacitation, insubordination, insurance premiums, last chance agreement, layoff/recall, make whole, mistaken contract language, off duty conduct, overtime, paid time off, past practice, pay rate, performance appraisal, probationary status, resignation rescission, safety, scope of contract reopener, sex harassment, subcontracting, timeliness, vacation bidding, wage parity, work shift bidding, public safety interest arbitration (wages, insurance, clothing, cost of living, CPI, definition of just cause, education incentive, geographic differential, extra duty pay, housing, internal affairs investigation procedures, leave, moving allowance and expenses, pay differentials, per diem, personnel files, safety, schedules, seniority, standby, transfer, work out of classification), public sector (unfair labor practice complaints, representation and unit clarification petitions, civil service discipline appeals)

**INDUSTRIES:**

Airport, ambulance, bakery, bus, chemical, city, community college, corrections, county, electrical cooperative, energy, fire, food processing, food wholesaler, grocery retailer, manufacturing, mass transit, metals, nuclear energy, paper, parole and probation, police, school, security, shipping, skilled

nursing, port, public sector, railway, state, state ferry system, state troopers, steel, telecommunications

**PERMANENT PANELS:**

AT&T & Communication Workers of America District 7; Baker County, Oregon and SEIU Local 503; Oregon University System & SEIU Local 503; State of Alaska & Alaska Public Employees Association; Las Vegas Metro Police Department & Police Protective Association Civilian Employees

**ARBITRATION ROSTERS:**

FMCS, AAA, Oregon ERB, Washington PERC, Montana Board of Personnel Appeals.

**PUBLISHED OPINIONS:**

King County and King County Technical Employees Association, 126 LA 848 (2008); Gruma Corporation and UFCW Local 7, 120 LA 749 (2004); Laidlaw Education Services and Teamsters Local 58, 118 LA 172 (2003); Smurfit-Stone Container Corporation and PACE Local 8-0885, 113 LA 870 (1999).

**SIGNIFICANT PUBLICATIONS:**

Author, *Enforcement of Grievance Arbitration Awards under the Oregon Public Employee Collective Bargaining Act* (University of Oregon Labor Education Research Center 2000).

Editor, *Labor and Employment Law: Public Sector* (Oregon State Bar Continuing Legal Education publication 1990, 1994, 1997, 2002)

Publisher/author: *The Public Employee Collective Bargaining Act Digest* (1985 to date).

**FEES:**

**Per Diem:** \$1200 for each seven-hour day of prehearing conferences, rulings, and hearings (minimum one day), with full fee for each day of hearing, travel, study, and opinion writing.

**Cancellation policy:** (1) When a hearing is cancelled or postponed and simultaneously rescheduled to a date certain, I do not charge an initial cancellation or postponement fee. (2) When a hearing is cancelled or postponed but not simultaneously rescheduled to a date certain, I charge for prehearing time (conferences and rulings), plus a cancellation/postponement fee, for each scheduled day of hearing, based upon receipt of the cancellation or postponement notice: 100% of daily fee for each scheduled day of hearing, for notice received 21 days or less before the scheduled hearing date, 50% of daily fee, for each scheduled day of hearing, for notice received more than 21 days but less than 28 days before hearing, and 25% of daily fee, for one day of hearing, for notice received 28 days or more before hearing (3) When a cancelled or postponed hearing is rescheduled and then later again canceled or postponed, I charge for my prehearing time plus a standard cancellation fee of 100% of the daily fee for each scheduled day of hearing, without regard to the amount of notice provided.

The parties are jointly and severally liable for my billings, even if their collective bargaining agreement provides for some method of paying for arbitration (such as "loser pays") other than equal sharing. For multi-day hearings, cases involving interim rulings or awards, and hearings requiring overnight travel, I may send interim fee and expense billings. For air travel, I will purchase a refundable airline ticket, unless the parties and I agree on terms for purchasing a nonrefundable ticket. Billings are payable within 21 days after being sent.