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PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators; LERA (Airlines and Utilities); ABA (ADR, Labor & Employment); ACR (Leadership Council, Workplace Section); National Association of Railroad Referees; AAA

EDUCATION:

BA	American History	Arizona State University
MPA	Public Sector Labor Relations	Indiana University
Fellow	Behavioral Psychology	Johns Hopkins University (post-graduate fellowship)
Law	CLEs	National Judicial College; ABA

CERTIFICATIONS:

Mediator (Employment & Commercial)	District of Columbia Superior Court
Adv. Practitioner (Employment\Statutory Arbitration)	Association for Conflict Resolution

ARBITRATION/LABOR AND EMPLOYMENT RELATIONS EXPERIENCE:

1999-Present: Arbitrator and mediator (commercial, employment and labor); grievance mediation, class-action grievance facilitation, interest arbitration, med-arb, and factfinding. Permanent panels in public and private sectors on economic and non-economic issues and involved with Title VII, ADEA, ADA, FLSA, FMLA, OSHA, ULPs, unit determinations, labor & statutory employment cases. Mediator and arbitrator for statutory employment cases at Financial Industry Regulatory Authority; presenter\trainer on labor and statutory employment issues at NAA & ACR mtgs; advanced arbitration training with FMCS, NAA, ABA (employment litigation skills; employment arbitration motions practice; discovery; whistleblowing Sarbanes-Oxley), National Judicial College (civil procedure, employment torts, evidence, police liability, remedies). Adjunct Professor, U. of New Mexico (Labor and Employment Relations). **1993-1999:** Director, New Mexico PERB, investigated, mediated & adjudicated ULPs & unit representation cases; analyses of federal and state laws; researched and wrote board decisions; technical services to 55 local labor boards. **1986-1993:** advisor to jt. LMR projects at Ford\UAW, LTV Steel\USWA, Goodyear\URW; Northern Indiana Public Service\USWA; FAA\PASS; General Dynamics\IAMAW. **1980-1986:** Staff Associate, Federal Service Impasses Panel and Foreign Service Impasse Disputes Panel: engaged in mediation, factfinding, interest arbitration (researched and wrote over 250 opinions and awards)

INDUSTRIES:

Aerospace; aircraft mfg; airlines; agriculture; aluminum; automotive; banking; beverage; brewery; broadcasting; bldg. products; call centers; canning; casinos, cement; chemicals; clothing; coal; communications; construction; corrections; dairy; education; electrical equipment/appliance; electronics; engineering & research; entertainment/arts; financial institutions; fire; food; foundry; furniture; glass/pottery; health care; hospitals/nursing homes; insurance; iron; lodging (hotels/motels); lumber; maritime; meat packing; metal fabrication; mining; ofc support/clericals; organizations; pharmaceuticals; petroleum/petrochemicals; police; prison guard; pulp & paper; refrigeration/HVAC; regulatory agencies; resorts; restaurants; retail stores; rubber/tire; service industries; steel; supermarkets; telecommunications; transportation; trucking & storage; universities; utilities; warehousing.

ISSUES:

Affirmative action; absenteeism; agency fee; arbitrability; bargaining unit work; conduct (off-duty); civil rights; COLA; demotion; discipline (non-discharge); discharge\wrongful termination; discrimination (ADA, ADEA, Title VII, etc.); drug/alcohol offenses; employment agreements; ethics and governance; FLSA; FMLA; holidays & holiday pay; incentive pay; insurance; job classification & rates; leave; grievance mediation; health and hospitalization; hiring practices; hours of work; insubordination; job performance; job posting/bidding/assignments; just cause; last chance agreements; layoffs/ bumping/recall; management rights; merit pay; official time; OSHA; overtime pay; past practices; pension and welfare plans; polygraphs; position description; project labor agreements; promotion; reassignment; reclassification; RIF; retaliation; retirement; safety/health conditions; schedules\tours of duty; seniority; settlement agreements; severance pay; sexual harassment; subcontracting or contracting out; tenure & reappointment; union rights & security; union discrimination; vacation\vacation pay; whistleblowing; workplace violence/threats; work conditions.

PERMANENT PANELS:

Union Pacific Railroad\UTU; U S. Postal Service\APWU & NALC; Tucson (AZ) Sch Dist\NEA; Rocky Mountain Steel\USWA; FAA\NAITCA; Clark County (Las Vegas, NV) Sch Dist\ESEA; Tinker AFB\AFGE; USDA\National Food Inspectors Locals; Social Security Administration\AFGE; IRS\NTEU; Koppers & TCIU; City of Albuquerque LMRB (Chair); Special Master, Nebraska Commission of Industrial Relations.

ARBITRATION ROSTERS:

FMCS, AAA; NMB; California State Mediation & Conciliation Service; ABA Employment Disputes Panel; Financial Industry Regulatory Authority Statutory Employment Disputes Panel; Oklahoma PERB; Montana Board of Personnel Appeals (labor and non-labor panels); Nevada Employee-Management Relations Board; Oregon Employment Relations Board; Washington Public Employment Relations Commission.

SAMPLING OF PUBLISHED CASES: 108 LA 1006; 111 LA 1033; 111 LA 1078; 112 LA 673; 112 LA 907; 113 LA 240; 116 LA 1373; 118 LA 426; 118 LA 705; 119 LA 65; 119 LA 305; 121 LA 348; 121 LA 1368; 93-2 ARB 3542; 97-2 ARB 3270; 99-1 ARB 5499; 02-1 ARB 3044; 03-1 ARB 3447; 03-2 ARB 3534; 04-1 ARB 3679.

SIGNIFICANT PUBLICATIONS:

Labor and Employment Arbitration, 2nd ed. (LEXIS) *How Arbitration Works*, 6th ed. (BNA)
Discharge and Discipline, 2001 Supplement (BNA) *2006 NAA Annual Proceedings* (BNA)

PER DIEM FEE: \$1,000

CANCELLATION FEE: (See below)

Grievance Arbitration, Factfinding, Interest Arbitration: Per Diem applies to case preparation, prehearing, hearing, research and award. A hearing day is any portion of a day up to 8 hours. Time for research and preparation is prorated.

Employment Mediation\Arbitration and Labor Mediation: \$250 per hour.

Cancellation Policy: If the scheduled hearing is postponed or canceled for any reason with notice of less than four calendar weeks (28 days) the per diem or hourly fee for each day of scheduled hearing shall be charged if another matter can not be substituted. For hearings scheduled for three or more days a notice period of six calendar weeks (42 days) applies.

Travel time: Pro-rated per diem fee for travel on weekends or in excess of 3 hours

Expenses: Actual expenses for transportation, lodging and meals. Mileage reimbursed at applicable IRS rate. Other costs that may be charged are copying, clerical support, computer-dedicated time for legal research, and any applicable taxes or service fees