

Douglas P. Hammond ♦ Arbitration/Mediation/Facilitation

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Education

1971	BS Management, SUNY at Buffalo, Buffalo, NY
1974	MSIR, Institute of Industrial Relations, Loyola University, Chicago, IL

Experience

1971 – 1975	Field Examiner, NLRB, Chicago, IL
1975 – 1996	Commissioner, FMCS, Seattle, WA
1996 – 1999	Director of Mediation Services, FMCS, Seattle, WA
1999 – 2002	Regional Director, Western Region, FMCS
2002 – Present	Arbitrator/Mediator/Facilitator
1977 – 1996	Adjunct Professor, Seattle Univ, Seattle, WA

Arbitration

Industries: Healthcare, Transportation, Manufacturing, Printing, Newspapers, Warehousing, Electric Utilities, Telecommunication, Retail Grocery, Public Sector, Federal Sector

Issues: Discharge/discipline, Union Security, Subcontracting, Hours of Work, Sick Leave Eligibility, Layoff/Recall, Off Duty Conduct, Union Activity, Job Bidding, Seniority, Disability Eligibility.

Professional Affiliations

IRRA, Arizona Industrial Relations Association (AIRA) (President, 2007),
Arizona Labor Arbitrators Forum

Arbitration Rosters

Federal Mediation and Conciliation Service (FMCS), State of Montana, State of Oregon (ERB Arbitration Roster), Phoenix Employment Relations Board (Hearing Officer)

Fees and Expenses

Per Diem \$800 for each hearing day or portion thereof; study/decision preparation is prorated based on the per diem rate.

Cancellation Fee: If scheduled hearing is canceled within 30 days of the date(s), \$500 for each scheduled date; if canceled within 14 days of the scheduled dates (s) the fee is \$800 for each scheduled date. Travel time is prorated based on the per diem rate.

Expenses: Expenses will be assessed from Portland, Oregon. Actual expenses apply for airfare (from Portland), hotel, meals, and incidental expenses. Travel by car is either the cost of a rental car or the current IRS mileage rate. Receipts will be available upon request.

Fees for Mediation and facilitation of Interest Based Bargaining are determined on a case by case basis.