

RICHARD M. HUMPHREYS, JURIS DOCTOR
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Richard M. Humphreys is an **expert in Labor Relations and Employment Law and Alternate Dispute Resolution**. He has been a **Labor Arbitrator and Mediator** since 1993. Since that time he has decided nearly **160 cases in arbitration and mediation** under the auspices of the American Arbitration Association, The Federal Mediation and Conciliation Service, private arbitration panels and independent mutual Labor-Management appointments. He has 25 years of experience in Labor and Employment Law, Labor Relations, Labor Management Arbitration, Mediation, Alternate Dispute Resolution and is a trainer, speaker, writer and educator in all of these areas.

He is a **permanent panel arbitrator and mediator for the State of Alaska and City of Petersburg, Alaska, and the Alaska Public Employee Association**. Before becoming an Arbitrator he was **Chief Labor Counsel to the Cleveland City School District**. In that capacity from **1981 to 1985**, he provided legal counsel and oversight for the labor relations and human resource functions for ten thousand employees represented by thirty-two bargaining units. He provided day to day labor relations advice and strategy to the Members of the Board of Education, five successive school superintendents and all top school executives.

In 1985, he became an attorney and later **partner in the national labor law firm of Duvin, Flinker & Cahn, now Duvin, and Cahn & Hutton**. While at the firm, he was **outside counsel to private and public employers** in all areas of labor relations and employment law, including **first chair negotiator of labor agreements**. Duvin, Cahn & Hutton has long enjoyed a reputation as one of the nations top labor law specialty firms. The American Lawyer Magazine selected it as one of the nation's top six labor law firms. Among the firm's long time clients is the **Cleveland Browns National Football League Club**. He remained principal outside labor relations counsel to the Cleveland City School District and acted as their **first chair negotiator of labor agreements** through two successive rounds of collective bargaining negotiations.

As an arbitrator and mediator, he has rendered opinions and awards in over one hundred fifty cases in the Pacific Northwest and Midwest regions of the United States. Those cases have involved parties in a vast assortment of public and private organizations such as telecommunications, cable television, sugar manufacturing, nuclear waste management, health care, transportation, police, public education, paper manufacturing and auto manufacturing. As a former City Prosecutor in the City of Cleveland, Ohio

from 1978 to 1980 he personally mediated several hundred neighborhood, commercial, consumer, family and criminal disputes. During his twenty five years of experience as a **labor lawyer, arbitrator, mediator and trainer**, he has been a frequent **speaker and faculty lecturer** to diverse assortments of associations such as the State of Alaska, the American College of Legal Medicine, the Defense Research Institute and the Joint Conference of the Association of Public School Administrators in the States of Washington and Oregon. He has participated as faculty lecturer to the American Arbitration Association in the State of Washington and the State of Ohio in **Collective Bargaining for Management and Union Representatives** and Arbitration **Advocacy for management and Union representatives.**

In May of 2005, he conducted a seminar in **Labor & Employment Mediation/Arbitration** at the **2nd National Training Institute for Minority Professionals in Alternate Dispute Resolution at the Capital University School of Law in Columbus, Ohio.** Mr. Humphreys is a former member of the Ohio State Bar Examiners. He has appeared as a guest expert in labor and employment law on television and radio programs. He has consulted with representatives of the nations of Macedonia and Zimbabwe on the operation of the United States Labor Relations system. From 1980 to 1981, he was outside counsel to the United Autoworkers, Local 1250 in Brookpark, Ohio and Opinion and Award Editor to Arbitrator Samuel S. Perry, Esq. (dec).

Mr. Humphreys is the author of a number of articles in the field of employment law and labor relations including **"How to Help a Mediator Succeed"**, published in the Federal Human Resources Week, Volume 4, Issue 37, (Jan, 1998), and **"Fair Share Dues Deductions v. The First Amendment"**, published in West's Education Law Reporter, Volume 34 No 4. His arbitration awards have been published in "Arbitration in the Schools", the Labor Arbitration Award Report of the American Arbitration Association. Since 2003, he has been an **Adjunct Professor in the Schools of Education and Business at Capella University** in an online environment. At **Capella**, he teaches the **Law of Public Education** to Masters and Doctoral Candidates in the **School of Education.** He currently teaches the **Introduction to Business Law** course at **South Seattle Central Community College.** From November 2003 to December 2004, he was an invited **trainer in Conflict Resolution in Vladivostok, Russia for the United States Department of State.** He continues with that project and is currently slated to return to **Vladivostok** and **Khabarovsk** in Russian Far East in July 2007 to lecture and train in conflict resolution and ethics in governance.

Per Diem Fee: \$1250 per day plus travel expenses from Portland, Oregon. One Day per diem charged for case cancellations within 5 business days of date of hearing. Effective 1-1-08, Per Diem Fee will be charged at \$1350 per day plus travel expenses from Portland, Oregon.