

Public Sector Arbitration and Factfinding	Public schools (teachers and classified); educational service districts; firefighters, police, corrections, transportation, maritime, clerical and general administrative bargaining units in cities, counties, and state government. Issues: arbitrability, pay rates, interest arbitration, bargaining unit work, discrimination, job posting, vacation pay, health care, discipline, discharge, double jeopardy, layoff, callback-callin pay, work rules, merit pay, promotion, shift hours, sick leave, job posting and bidding, work week change, alcohol and drug abuse, sexual harassment, insubordination, overtime, jurisdiction, subcontracting, seniority and pensions.
Private Sector Arbitration and Mediation	Extensive experience in arbitration proceedings and as an American Arbitration Association arbitrator in the private sector since 1964. Industries: construction, wood products, trucking, pulp and paper, warehousing, securities, real estate, food processing and maritime. Issues: discharge, seniority, jurisdictional disputes, discrimination, work rules, health insurance, mergers, work assignment, pension and subcontracting.
Legal Practice	NLRB trial attorney Twenty-two years of private law practice with major emphasis in labor, business, real estate and construction law. Administrative hearing and trial court experience in broad spectrum of labor-management relations. Representation of a variety of clients in diverse occupations and industries; developed theoretical and practical experience in a wide array of labor, construction and commercial relationships.
Business	From 1991 to present, neutral practitioner engaged exclusively in Arbitration and Mediation. From 1994 to present, President of Shelter America Group, a nonprofit corporation facilitating the development of affordable housing for families and the elderly. From 1987 to 1990, headed a private business which developed and marketed environmentally compatible products for the construction industry.
Education	Stanford University, BA Economics; 1956 Stanford Law School, Colorado Law School, JD; 1959 University of Denver, Graduate School, Economics; 1960
Arbitration and Mediation Panels	American Arbitration Association, Labor and Construction Panels; Federal Mediation and Conciliation Service; National Mediation Board, NASD; State Panels: OR, WA, NV, ID, MT, CA, AK
Professional Affiliations	Oregon and Colorado State Bar Associations; American Arbitration Association; IRRRA, National, Northwest and Oregon chapters; American Arbitration Registry, SPIDR; Adjunct Professor, Oregon State University OSB Labor & Employment Section, Executive Committee 2007-2010
Fees	Per Diem: \$900 per day of hearing, study and writing time. Costs reimbursed for actual travel costs (meals and lodging), typing, postage, reproduction. Cancellation: 1 day per diem (per scheduled day of hearing), if less than five (5) work days notice; 1/2 day per diem (per scheduled day), if more than five (5) working days notice. Postponement: no charge if new date certain is scheduled at time of postponement. If case postponed and then canceled, one day per diem charged for each scheduled day.