

Howell L. Lankford

- Occupation: Labor-management arbitrator and mediator.
- Offices, phone & e-mail: P.O. Box 22331, Milwaukie, OR 97269-0331; Phone or fax (503)659-4464, howell@naarb.org.
- Organizations, publications: Past Regional Chair of the National Academy of Arbitrators. Past Chair of the Oregon State Bar Labor & Employment Law Section. Past Editor of the *Washington Labor Law Digest*. Past Editor of the annual University of Oregon PERC *Casebooks* and of the LERC *Monograph* series, including *Individual Statutory Rights of Represented Employees*. Author of the Oregon State Bar CLE chapter on enforcing public sector collective bargaining agreements in *Labor & Employment Law*, 1990, 1994, 1997, & 2002.
- Experience as a neutral: Full time private practice as a neutral in labor relations since 1984 (1979-1984: ALJ for the Oregon Employment Relations Board.) Grievance arbitration, mediation, and factfinding cases involving (1) cause for discipline and discharge and (2) a range of contract interpretation issues including arbitrability, evaluation, RIF, seniority, subcontracting, safety, discrimination and harassment, FMLA, disability, alcohol & substance abuse & testing, overtime, salary administration, classification, fringe benefits, assignment and transfer, incentives, union security & fees, etc. Interest arbitration cases in police, fire, corrections, and communications units and in the private and federal sectors. Police Internal Affairs Auditor for the City of Eugene, Oregon (2001-2005).
- Prior experience: Truck driver, dispatcher, carpenter, asst. restaurant manager, disability agent, personnel agent, Asst. Professor of Philosophy (University of Alabama), Attorney (now inactive), Deputy Labor Relations Counsel for Multnomah County, Oregon
- Education: J.D., University of Oregon, 1977; M.A., K. Phl., Northwestern University, (Evanston, Illinois) 1968; B.A., Reed College, 1965.
- Public lists: AAA; FMCS; NMB; Oregon ERB; Washington PERC; Montana BPA; Idaho DOL.
- Current & recent private panels (a partial list): Alaska Airlines & IAMAW; Alaska Airlines & AFA; APEA Article 7 panel; Anchorage School Dist. & Teamsters; State of Alaska & ACOA; Oregon State Hospitals (nurse units) & AFSCME; Oregon Health Science University & AFSCME; Oregon Health Science University & Oregon Nurses Assn.; Oregon University System & SEIU; Kaiser Permanente & SEIU; Kaiser Permanente & UFCW; USPS & APWU; USPS & NPMHU; USPS & NRLCA; Univ. of Washington & SEIU; State Of Washington & WSEA (AFSCME); American Medical Response NW & ATU; Petersburg, AK and APEA; etc.
- Fees: \$1,400 / (7 hour) day of grievance arbitration hearing, travel, research, study and writing time, plus costs if out of town overnight. \$1,750 per day for interest arbitration or grievance mediation. Cancellation and set over fees: one day's fee (at the rate for that case) per scheduled day of hearing if notice is received by my office less than 30 calendar days prior to scheduled hearing. For hearings scheduled for 3-4 days, the minimum cancellation/set over notice period is 60 days; for 5 days or more it is 90 days

(05/31/09)