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ARBITRATION & FACTFINDING EXPERIENCE: Over 2,900 private & public sector decisions, plus over 800 expedited decisions, and more than 200 binding and advisory interest arbitrations. **INDUSTRIES:** federal, state, county and local sectors, airline, construction, manufacturing, transportation, secondary and higher education, mining, steel, aluminum, timber, pulp & paper, hospitals, and others. **ISSUES:** discharge, seniority, reclassification, and all other areas of contract interpretation; trust cases, including trustee disputes, trust-beneficiary disputes, MEPPA withdrawals.

PROFESSIONAL AFFILIATIONS: National Academy of Arbitrators since 1983, FMCS, AAA, National AAA ERISA Panel, National AAA Employment Law Panel, AAA Commercial Panel, AAA Employee Benefits Panel; National Mediation Board, The Arbitration & Mediation Service.

EDUCATION & OTHER EXPERIENCE: "AV" Rated Attorney; J.D. Willamette U., 1964 (Editor, Law Review & Dean's List); Labor and Employment Law Attorney, 1964-78: Koerner Young McCulloch & Dezendorf (Lane Powell Spears Lubersky) and Carney Probst & Levak (Carney Buckley Hays Marsh); Oregon State Bar Fee Dispute Arbitrator. Past Adjunct Prof. of Labor Relations, Lewis & Clark Law School; Past Chair, Oregon State Bar Labor Relations Section. Past City of Eugene, Oregon Labor Relations Official.

AUTHOR: The Oregon Interest Arbitration & Factfinding Handbook, 1989. **CO-PUBLISHER & EDITOR:** The Washington Labor Law Digest.

HEARING OFFICER, The Oregon Teacher Accountability and Efficiency Act (SB 880).

CURRENT & PAST LABOR ARBITRATION PANELS:

PUBLIC SECTOR: U.S. Postal Service/APWU/NALC/NOMPH; Soc.Sec.Admin./AFGE; Gen. Services Admin./AFGE; Fed. Aviation Admin./ATC.; Fed. Aviation Admin./PASS; Las Vegas Metropolitan Police Department/Supervisors Association; State of Oregon/OPEU; State of Oregon OHSU/ONA; State of Oregon/Spec. Schools Ed. Assn.; State of Alaska/ASEA/AFSCME; Anchorage School Dist./NEA; University of Alaska/ACCFT; METRO of Seattle/ATU; Central Wash. Pub. Utilities/IBEW; City of Salem/Salem Police Assn; Dept. of Defense/NEA; City of Gresham/Teamsters; Lincoln County/LCEA; City of Spokane WA/WSCCCE; City and County of Denver, Colorado/Police & Deputy Assns; City of Missoula, Mt./Police Assn; City of Fort Collins, CO/Public Safety; and others.

PRIVATE SECTOR: Greyhound/AIU; Mental Health West/MHWEA; Willamette Industries/WC; Columbia River Log Scaling Bureau/WCIW; Pac. N.W. Bell/CWA; Pacificorp/IBEW; Seattle Dept. Stores/UFCW; Puget Sound Tug & Barge/IBU; Puget Sound Log Scaling Bureau/LPIW; Nordstrom/UFCW; James River Corp./AWPPW; Pierce Transportation/ATU; Weyerhaeuser/IWA; Champion/LPIW; Georgia Pacific/AWPPW; Simpson Timber/LPIW; Potlatch Corp./IWA; Hyster-Yale & NACCO (Illinois)/ILTBW; Norpac; Boise Cascade Corp./WC; Young's Market Company/Teamsters; Northwest Aluminum Co./Goldendale Aluminum Co.; Prestige Carc, Inc. Nursing Home Employers/SEIU; Seattle Keiro Skilled Nursing Facility/UFCW; Safeway/IBT; and others.

LABOR ARBITRATION FEE: Arbitration per diem: \$1,200.00; cancellation and postponement: \$1,200.00 per scheduled day in the absence of twelve (12) days notice prior to the first scheduled hearing day; \$600.00 per scheduled day, if more than twelve (12) but less than thirty (30) days notice. Cancellation/postponement of hearings of three (3) or more days in length: \$1,200.00 per scheduled day regardless of the time of notification. Actual costs & expenses, including secretarial.

INTEREST ARBITRATION FEE: Arbitration per diem: \$ 1,500.00; cancellation and postponement: \$ 1,500.00 per scheduled day in the absence of twelve (12) days notice prior to the first scheduled hearing day; \$750.00 per scheduled day, if more than twelve (12) but less than thirty (30) days notice. Cancellation/postponement of hearings of three (3) or more days in length: \$ 1,500.00 per scheduled day regardless of the time of notification. Actual costs & expenses, including secretarial.