

Résumé and Fee Schedule

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Professional Affiliations: Alaska Bar Association
Labor and Employment Relations Association (LERA)
American Arbitration Association

Education:

J.D.	Law	Gonzaga University	Spokane, WA	1975
MBA	Business	University of Alaska	Anchorage, AK	1972
BA	Economics	Whitman College	Walla Walla, WA	1967

Certifications: Law Alaska 1975

Arbitration & Labor Relations Experience and Qualifications **1992 – Present: Arbitrator.** Arbitrate labor and employment cases in all sectors (see industries and issues below). Additionally, I served as a hearing officer for the Anchorage, Police and Fire Retirement Board; I was an administrative hearing officer for procurement and construction disputes, and chaired the Anchorage Planning and Zoning Commission.

1982 – 1989: Served as General Counsel, Associated General Contractors of Alaska, where among other things, I was chief negotiator responsible for negotiating industry-wide multi-employer contracts with eight different unions. In this capacity I also participated in numerous grievance mediations, and was a management trustee on several joint labor-management trusts.

1978 – 1982: Hearing Officer / Designated Chairman of Alaska Workers' Compensation Board and Alaska Occupational Health and Safety Board

Industries: Communications; Construction; Education (teachers, school employees, universities), Hotels/Motels/Casinos/Resorts; Hospitals/Nursing Homes; Office Workers/Clerical; Railroads; Transportation; Trucking and Storage; Utilities; Federal Sector; Public Sector (state and local government), Education (College/University), Retail Stores, Police & Fire, Prison Guard, Printing & Publishing.

Issues: Absenteeism; Arbitrability; Bargaining Unit Work; Conduct (Off-Duty)/Personal; Demotion; Discipline (Non-Discharge); Discipline (Discharge); Disability Discrimination; Race Discrimination; National Origin Discrimination; Drug/Alcohol Offenses; Holidays; Leave; Grievance Mediation; Hiring Practices; Interest Arbitration; Job Performance; Job/Posting/Bidding; Layoffs/Bumping/Recall; Management Rights; Past Practices; Pension and Welfare Plans; Pension Claim (Federal Statute); Promotions; Safety/Health Conditions; Seniority; Subcontracting/Contracting Out; Tenure/Reappointment/Union Security; Holiday Pay; Incentive Pay; Job Classification & Rates; Overtime Pay; Work Hours/Schedules/Assignments; Working Conditions/Work Orders; Violence or Threats

Arbitration Rosters American Arbitration Association (AAA)
Federal Mediation and Conciliation Service (FMCS)
State of Oregon (ERB)
State of Washington (PERC)
State of California (SMCS)
State of Montana Personnel Board (BOPA)

Permanent Panels Alaska Railroad Corporation / United Transportation Union
State of Alaska / Public Safety Employees Association
Federal Aviation Administration / NAATS (Alaska Region)
University of Alaska & Alaska Community Colleges Federation of Teachers

Published Cases. 115 LA 1418; 115 LA 1100; 117 LA 1187; 118 LA 83; 119 LA 279; 119 LA 1109; 119 LA 1341; 120 LA 1217; 121 LA 915; 121 LA 1211; 122 LA 656. 122 LA 1520; 123 LA 10; 123 LA 786; 124 LA 24

Fees **Per Diem:** \$1,085
Docketing Fee: None

Grievance Arbitration: \$1,085 per day for hearing, research, and preparation of the opinion and award. A hearing day is any portion of a day up to eight hours. Time for research and preparation is prorated based on a 7-hour day (\$155 per hour).

Interest Arbitration and Fact Finding: \$1,085 per day based on a 7-hour day.

Travel Time: Travel based from Ashland, Oregon. The per diem fee is prorated for any portion of a travel day.

Expenses: Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, and lodging. Food is charged at a flat rate of \$60 per day when away from home. Automobile mileage is charged at 50 cents per mile. Arbitrator **does not** charge for normal and reasonable expenses for copying, phone, postage, and clerical assistance.

Cancellation/Postponement Fee: Once a hearing is docketed, one-half (1/2) day per scheduled hearing day for cancellations or postponements noticed more than 30 days before the scheduled hearing. One (1) day per scheduled hearing day for cancellations or postponements noticed less than 30 days before the scheduled hearing.