

**TIMOTHY D.W. WILLIAMS**  
**ARBITRATOR — HEARING OFFICER — FACILITATOR**  
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- EDUCATION** Received his BA from Bethel College and his MA and PhD from the University of Minnesota. His major emphasis in all three degrees was on the broad field of Communication with special emphasis on Organizational Communication and Conflict Management. His study included work in the area of Negotiation Theory and the Social Psychology of Conflict. He is currently Adjunct Professor in the Graduate School of Public Administration at Portland State University.
- BACKGROUND** First listed as an arbitrator and factfinder by the Oregon Employment Relations Board in 1974. Since that time he has also been listed on state panels in Washington, Idaho, Montana, Alaska and California. He is a member of the National Labor Panel of the Federal Mediation and Conciliation Service. In 1984 he was accepted into the National Academy of Arbitrators. He is also an experienced commercial arbitrator in the construction industry. As a full-time arbitrator, Mr. Williams handles a substantial number of cases each year including factfinding, interest arbitration and grievance arbitration.
- EXPERIENCE** **Public Sector by Industry:** PUBLIC SCHOOLS (teachers and classified employees); EDUCATION SERVICE DISTRICTS (teachers and classified employees); COMMUNITY COLLEGES (teachers and classified employees); CITIES AND COUNTIES (police and sheriff, fire fighters, clerical, blue collar, white collar, supervisory, state police); FEDERAL GOVERNMENT (Immigration and Naturalization Service); POSTAL SERVICE; PUBLIC TRANSPORTATION DISTRICTS and PUBLIC HOSPITALS.
- Public Sector by Type of Dispute:** DISCIPLINE AND DISCHARGE (absenteeism, insubordination, intoxication, poor performance, progressive discipline, dishonesty); NONRENEWAL OF PROBATIONARY TEACHERS; PAY DISPUTES (placement on the salary schedule, denial of merit increases, salary schedules); LEAVES OF ABSENCE (personal, sabbatical, sick, maternity, business, medical); HOLIDAYS; JOB ANALYSIS AND JOB EVALUATION; CONTRACT INTERPRETATION; SENIORITY (calculation, application); LAYOFF AND RECALL (bumping, recall); DISCRIMINATION; PROMOTION; TRANSFER, ARBITRABILITY.
- Private Sector by Industry:** Telephone, steel, metal processing, trucking, manufacturing wholesale trade, warehousing, retail trade, health care, pulp and paper, publishing, food processing, construction, boat building, aerospace and airline.
- Private Sector by Type of Dispute:** DISCIPLINE AND DISCHARGE (absenteeism, insubordination, dishonesty, poor performance); SENIORITY (recall, bumping, order of layoff); PAY DISPUTES (overtime, premium pay, shift work); VACATIONS; HOLIDAYS; HEALTH AND WELFARE BENEFITS; MANAGEMENT RIGHTS; UNION RIGHTS; CONTRACT INTERPRETATION; PAST PRACTICE; ARBITRABILITY.
- PANELS** Serves or has served on Veterans Administration/AFGE; Chemeketa Community College/OEA; State of Oregon/OPEU, Local 503, SEIU; Steel Industry/United Steelworkers of America, Seattle area; Oregon Health Sciences University/ONA; U.S. Postal Service/American Postal Workers Union; State of Alaska/AFSCME Local 52; Tidewater Barge Lines/Inlandboatmen's Union of the Pacific; Washington State Marine Commission; Silver Eagle Trucking/Teamsters Local 81; Kenyon Cold Storage/Teamsters Local 760, ATU/King County.
- PROFESSIONAL AFFILIATIONS** National Academy of Arbitrators; Industrial Relations Research Association; National Speakers Association.
- FEES** Per Diem: \$1050 per day for hearing, study and writing time. Postponement and Cancellation: Once hearing date is agreed upon, one-half day per diem (per scheduled day of hearing) if more than thirty (30) calendar days notice is given; one day per diem (per scheduled day of hearing) if notice is received less than thirty (30) calendar days prior to hearing. Costs to be reimbursed include actual travel costs, including meals and lodging, typing, postage, reproduction, long distance telephone.