

JOHN F. WORMUTH
Oregon Employment Relations Board

Email: john@wormutharbitrations.com

Present Occupation: Labor Arbitrator

First Business Address:

P. O. Box 4166
Auburn, CA. 95604-4166
Phone: (530) 889 8688
Fax: (530) 889 8688

Second Business Address:

2102 E. Edison Street
Tucson, AZ. 85719-3802

PROFESSIONAL AFFILIATIONS:

American Arbitration Association
Association for Conflict Resolution (formerly SPIDER)
Industrial Relations Association of Northern California and Oregon

EDUCATION:

BA, Government - University of San Francisco, CA
London School of Economics and Political Science, London, England
Schiller College, Berlin, Germany

CERTIFICATIONS:

How to Become a Labor Arbitrator - FMCS - March 2002

ARBITRATION/LABOR RELATIONS EXPERIENCE:

2000 – Present: Arbitrator, Mediator, Fact-finder.
1976 – 1999: Mediator, California State Mediation/Conciliation Service
1976- 1976: California Institute of Public Transportation (now defunct)
– Consultant Industrial and Governmental Relations
1973-1976: International Federation of Professional Technical Engineers, Local No. 21 AFL-CIO
Business Manager – Financial Secretary.
1972-1973: Civil Service Association - Staff Representative

INDUSTRIES:

Arbitrated: Communications, Manufacturing, Corrections, Discrimination, Education (Certificated & Classified), Health Care, Hotel/Restaurant, City, County and State Government Crafts & Trades, Police, Fire, Professional and General

Interest Arbitration: City and County of San Francisco/Municipal Attorney's Association

Fact-finding: California Public Schools, Industrial Welfare Commission Wage Board 2001-2003.

ISSUES:

Discipline and discharge, absenteeism, contract interpretation, insubordination, dishonesty, negation of probation, falsification of records, pay and wage disputes (salary schedule placement, premium and overtime eligibility merit increases) past practices, promotions, leaves of absence (medical personal sabbatical), classification, reduction in force, shift assignments, sub-contracting, super seniority, transfers, assignments, and substance abuse. Discrimination: age, race, sexual harassment, reasonable accommodation.

ARBITRATION ROSTERS:

California State Mediation and Conciliation Service, and its Interest Arbitration Panel - California Public Employee Relations Board - Federal Mediation and Conciliation Service # 3665 - The County of Fresno - The County of Shasta-Los Angeles City Employee Relations Board - Oregon Employment Relations Board - Hawaii Labor Relations Board - Montana Board of Personnel Appeals.

PERMANENT PANELS: State of California , Department of Personnel Administration Panel, State of California, Department of Corrections and Rehabilitation/California Correctional Peace Officers Association "Mini-Arbitration Panel", Los Angeles County Panel of Arbitrators and Hearing Officers.

PUBLISHED CASES:

116 LA:600,118LA:652, 118LA:1377, 120LA:385, 121LA:517, 121LA:1812 CPER, 142:63, 147:81, 148:86, 151:87, 153:68, 163:77, 178:68, 179:79. PERB SA-IM-2400(CRR22), SA-IM-2556-E, SA-IM-2663-E, SF-IM-2379-E, SF-IM-2488-E. State of California Industrial Welfare Commission, Chair, Wage Board Order # 5 Health Care Industry, 2001 and 2003

FEES:

PER DIEM FEE: \$1200.00 - DOCKET FEE: \$200.00 (Waived if the hearing proceeds as scheduled.)

Grievance, Interest Arbitration, and Fact-finding: The fee is \$1200.00 per hearing day. A hearing day is any portion of a day up to 8 hours. One day per diem charged for each 8 hours spent in preparation, study and writing of the Award and Opinion.

Labor Mediation: \$300.00 per hour, plus travel expenses.

CANCELLATION FEE: If the scheduled hearing is postponed or canceled with less than **14 days notice**, the per diem fee for each hearing day scheduled will be charged.

Travel Time: Travel is charged when incurred within the **State of Oregon**. No charge if travel time is less than four hours in each direction. Travel beyond four hours will be prorated according to the Per Diem.

Expenses: Actual cost of reasonable expenses incurred within the **State of Oregon** to include airfare, car rental, parking, food and lodging. Automobile mileage is charged at the Federal Standard Mileage Rate.