

MICHAEL E. DE GRASSE FMCS-2622

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Present Occupation: Lawyer & Labor Arbitrator

First Business Address: 59 South Palouse St
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Walla Walla WA 99362

Second Business Address: None

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PROFESSIONAL AFFILIATIONS:

Washington State Bar Association
American Arbitration Association

EDUCATION:

BA, Philosophy, Whitman College, 1969
JD, University of Washington, 1974

CERTIFICATIONS:

Washington State Bar; U.S. District Court for Eastern District of Washington; U.S. District Court for Western District of Washington; U.S. Court of Appeals for Ninth Circuit; U.S. Supreme Court

ARBITRATION/LABOR RELATIONS EXPERIENCE:

Staff Assistant, Organization Resources Counselors, Inc, N.Y., N.Y., 1970. Legal Intern, Hafer, Cassidy & Price, Seattle Washington, 1972-1974. Associate and Partner, Critchlow & Williams, Richland Washington 1974-1982. Labor Arbitrator & Sole Practitioner, Walla Walla Washington 1982 to Date

INDUSTRIES:

Aerospace, Airlines, Agriculture, Aluminum, Automotive, Bakery, Banking, Beverage, Building Products, Brewery, Broadcasting, Canning, Chemicals, Clothing, Communications, Construction, Education, Electrical Equipment/Appliances, Electronics, Entertainment/arts, Feed & Fertilizer, Food, Foundry, Glass/Pottery, Health Care, Hotels/motels/Casinos/resorts, Hospital/Nursing Home, Lumber, Machinery, Maritime, Meat Packing, Metal Fabrication, Mining, Nuclear Energy, Office Workers/Clerical, Organizations, Packaging, Paint & Varnish, Petroleum/Petrochemicals, Plastics, Plumbing, Police and Fire, Printing and Publishing, Prison Guard, Pulp and Paper, Railroads, Real Estate, Refrigeration/HVAC, Restaurants, Retail Stores, Steel, Transportation, Trucking and Storage, Utilities, Warehousing

ISSUES:

9/7/05

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Pension Claim (Fed. Statute), Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages: Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats.

PERMANENT PANELS:

Several Panels for Duration of CBA in Alaska.

ARBITRATION ROSTERS:

Federal Mediation and Conciliation Service;

AAA; Washington State Public Employment Relations Commission;

Washington State Marine Employees Commission;

Montana Board of Personnel Appeals

SIGNIFICANT PUBLICATIONS:

Editor and Chapter Author, Washington State Civil Procedure Desk Book; Co-Author, Washington Civil Trial and Evidence Manual

FEES:

PER DIEM FEE: \$700,
Plus Expenses
of travel

DOCKETING FEE: None

CANCELLATION FEE:
If notified on or after 10th
business day before
travel, a fee equal to days
scheduled at per diem
rate. Also, nonrefundable
expenses will be charged.