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OCCUPATION: Arbitrator, factfinder, mediator. Editor, *Employment Law Memo*, *NLRB Law Memo*, *Arbitration Law Memo*; Professor of Law Emeritus, Willamette University College of Law.

PRIOR POSITIONS: Director, Willamette University Center for Dispute Resolution; Associate Dean, Willamette University College of Law. Taught courses in Arbitration, Labor Law, Employment Law, Contracts, Employment Discrimination, Dispute Resolution.

ARBITRATION EXPERIENCE: Arbitrator, factfinder, and mediator since 1976.

Industries: Police, corrections, firefighting, universities, public schools, community colleges, education service districts, fire districts, ports, public utility districts, states, counties, cities, federal, construction, lumber, paper, mining; chemical, metal, food processing, grocery, bakery, health care, law practice, communications, power, transportation, maritime, hotel, restaurant, warehousing.

Issues: Discharge, discipline, demotion, alcohol and drugs, harassment, discrimination, absenteeism, arbitrability, holidays, job classification, union jurisdiction, layoff, bumping, recall, job bidding, leaves, mergers, consolidation, new contract terms, management rights, overtime, rates of pay, fringe benefits, past practice, promotion, safety, scheduling of work, seniority, strikes, subcontracting, training, union stewards, vacations, work assignments, work performance.

Permanent panels: Las Vegas Metro Police / Las Vegas Police Protective Assoc; Pope & Talbot / United Steelworkers; Crowley Marine / Inland Boatmen's Union; Weyerhaeuser / AWPPW; Tualatin Valley Fire / IAFF.

Rosters: FMCS; Oregon ERB.

OTHER PRIOR EXPERIENCE: Chair, Oregon Bar Labor and Employment Law Section; Vice-Chair, Oregon Dispute Resolution Commn; Oregon Bar ADR Section; SPIDR Northwest; Oregon Mediation Assoc; IRRRA; Chair, Board of Directors, Portland Branch of Federal Reserve Bank of San Francisco.

PUBLISHED OPINIONS: 99 LA 80; 92-2 ARB ¶8539; 90 LA 1053; 87-2 ARB ¶8526; 89 LA 255; 87-2 ARB ¶8421; 87-1 ARB ¶8284; 77 LA 1259.

EDUCATION: J.D. (1965), B.S. (1961), University of Washington.

FEES: \$1,200 per day for hearing, research, study, writing, and travel time, plus travel expenses. Cancellation: one day for each scheduled hearing day. Postponement: No fee for postponement; one day for each scheduled hearing day if the case is later cancelled.