MARK E. BRENNAN, ESQ.

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Present Occupation: Attorney, Arbitrator and Mediator

First Business Address
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PROFESSIONAL AFFILIATIONS:
American Arbitration Association
Washington State Bar Association

EDUCATION:

JD	Law	Gonzaga University 1978
BA	Math	University of Washington 1974

CERTIFICATIONS:

Law	Washington	1978
Mediator	UofW	2010

ARBITRATION/LABOR RELATIONS EXPERIENCE:
2010-Present: Arbitrator and Mediator. Arbitrate labor and superior court cases for AAA, Washington PERC and Snohomish County, State of Washington. **2013-Present:** Commissioner Washington State Public Employment Relations Commission. **2011-2013:** Commissioner Washington State Marine Employees Commission. **1983-2010:** Attorney, representing unions and employee benefit funds in arbitration, administrative proceedings and court litigation. **1978-1983:** Field Attorney, NLRB (Region 19).

INDUSTRIES:
Aerospace, Automotive, Bakery, Beverage, Brewery, Broadcasting, Cement, Chemicals, Clothing, Communications, Construction, Dairy, Education, Food, Foundry, Furniture, Health Care, Hotels/Motels/Resorts, Hospital/Nursing Home, Lumber, Machinery, Maritime, Meat Packing, Metal Fabrication, Nuclear Energy, Office Workers/Clerical, Organizations, Paint & Varnish, Pharmaceuticals, Plastics, Plumbing, Police and Fire, Printing and Publishing, Prison Guard, Refrigeration/HVAC, Restaurants, Retail Stores, Shipbuilding/Dry Dock, Textile, Transportation, Trucking and Storage, Utilities, Warehousing

ISSUES:
Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Health/Hospitalization, Hiring Practices, Job Performance, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Past Practice, Pensions and Welfare Plans, Promotion, Retirement, Seniority, Sexual Harassment, Strikes, Works Stoppages, Subcontracting/Contracting Out, Union Security, Wages: Cost of Living, Holiday, Job Classification and Rates, Overtime Pay, Vacation Pay, Work Hours/Schedules/Assignments, Work Conditions/Work Orders, Violence or Threats

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ARBITRATION ROSTERS:
FMCS
American Arbitration Association
Washington State PERC
Oregon State ERB

FEES: $1,400.00

PER DIEM FEE: $1,400.00

DOCKETING FEE: none **CANCELLATION FEE:** (See below)

Grievance Arbitration: The fee is $1,400.00 per day for hearing, and for 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.

Cancellation Policy: For matters cancelled more than fourteen days before the scheduled hearing, the cancellation fee is one-half day per scheduled day of hearing. For matters cancelled fourteen days or fewer before the scheduled hearing, the cancellation fee is one day per scheduled day of hearing. There is not any cancellation fee for the first brief postponement of a scheduled matter. Subsequent postponements, however, generally incur a cancellation fee absent unusual circumstances.

Travel Time: Travel time is charged at the per diem rate or a fraction thereof.

Expenses: Parties are billed for the actual cost of reasonable expenses incurred in connection with travel to the hearing, including airfare, mileage, meals, hotel, parking or ground transportation. As to airfare, absent unusual circumstances it will be the cheapest available fully refundable coach fare, making a best estimate as to the appropriate return flight. Any reasonable fee for changing a ticket once issued is billed to the parties. Automobile mileage is charged at the applicable IRS expense rate. There is no charge for clerical assistance. Copying and overnight charges are billed.