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**P.O. Box 494  
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Phone: 509-522-2004  
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**PRESENT OCCUPATION**

Lawyer & Labor Arbitrator

**PER DIEM FEE**

\$900, plus expenses

**DOCKET FEE**

None

**CANCEL FEE**

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

**CANCELLATION POLICY**

See above Cancel Fee

**PROFESSIONAL AFFILIATION**

Washington State Bar Association American Arbitration Association

**EDUCATION**

1969 Whitman College BA, Philosophy

1974 University of Washington JD

**ARBITRATION 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

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 ROSTER(S)

Federal Mediation and Conciliation Service;  
AAA; Washington State Public Employment Relations Commission; Washington State Marine Employees Commission; Montana Board of Personnel Appeals Oregon  
Employment Relations Board

## PUBLISHED CASES

Editor and Chapter Author, Washington State Civil Procedure Desk Book