Joseph W. Duffy

LABOR ARBITRATOR

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RESUME

Professional Affiliations: National Academy of Arbitrators
Washington State Bar Association

Education: J.D. – Seattle University Law School
M.P.A. – University of Washington
B.A. – Columbia

Industries: As an arbitrator, have heard and decided cases in the following industries: Broadcasting, college faculty (community college and four-year), communications, construction, electrical utilities, fire fighting, food processing, government (city, county, federal), health care, high technology, hotel & restaurant, manufacturing, maritime, metal working, mining, newspaper, nuclear energy, package delivery, oil refining, police, postal service, public transit, railroad, retail grocery, school districts, shipyards, telephone, truck manufacturing, trucking, warehousing.

Issues: Arbitrability, attendance, bargaining unit work, benefits, compensation, contract interpretation, contracting out, demotion, discipline and discharge, hazard pay, hiring practices, holiday pay, incompetence, job classification, layoff, off-duty misconduct, overtime, premium pay, scheduling, seniority, sexual harassment, vacation, work assignment.

Fees: $1,600 per day for labor arbitration hearings and study time, plus reasonable travel expenses for travel outside the Seattle area. Cancellation fee of $1,600 per day for each scheduled day that is cancelled with less than thirty (30) days notice prior to the first hearing day.

Prior Work Experience: 1993 to present: Labor Arbitrator/Mediator. **1995-2004:** Commissioner, Washington State Public Employment Relations Commission. Appointed by the Governor to this part-time position in 1995 and reappointed in 1999 for a second term that expired in 2004. Along with two other Commissioners, heard and decided appeals from decisions of Hearing Examiners and the Executive Director. **1996-1999:** Lecturer, University of Washington, School of Business Administration. Taught courses in negotiation and introduction to law to undergraduate students. **1977-1992:** Served as Vice-President of Employee Relations for King Broadcasting Company, a regional communications company headquartered in Seattle. The work force consisted of 1400 employees, including about fifteen bargaining units represented by a number of local unions. The company operated nineteen locations in six states (CA, HI, ID, MN, OR, WA).

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