

## HERMAN TOROSIAN

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**EDUCATION:**           Juris Doctor, University of Wisconsin Law School, 1967

Bachelor of Science – Economics, University of Wisconsin, Madison, 1963

**OCCUPATION:**         Arbitrator/Mediator

**PROFESSIONAL AFFILIATIONS:** National Academy of Arbitrators; Past President – Association of Labor Relations Agencies; State Bar of Wisconsin; Panel member: FMCS, AAA, California State Conciliation and Mediation Service, Iowa Public Employment Relations Board, Montana Board of Personnel Appeals, Virgin Islands Public Employees Relation Board, Oregon Employment Relations Board, Los Angeles City Employee Relations Board, Los Angeles Civil Service Commission, Illinois Labor Relations Board, National Mediation Board, Washington Public Employee Relations Board, and Wisconsin Employment Relations Commission.

**WORK HISTORY:** January 1975 – April 1996, Commissioner, Wisconsin Employment Relations Commission. Appointed by Governors Patrick J. Lucey, Lee Sherman Dreyfus, Anthony S. Earl, and Tommy G. Thompson. Chair March 1983 – March 1987.

February 1967 – January 1975, Staff Member, Wisconsin Employment Relations Commission. Served in capacity of mediator, arbitrator, and trial examiner.

### **EXPERIENCE:**

General: Have mediated approximately 800 disputes, arbitrated approximately 1,100 disputes, and issued and/or reviewed approximately 1,900 unfair labor practice, declaratory ruling, and election cases.

Public Sector: Public School K-12 and VTAE District teachers and classified employees, secretaries, custodians, food service workers, and school bus drivers; county and social workers in social service departments and health care facilities; law enforcement, firefighter, courthouse, water, electric, and sewerage utilities; library and city hall employees; clerical, sanitation, highway and street employees; state professional, technical, blue collar, clerical, and health care employees.

Private Sector: Agriculture, bakery, coal, communications, construction, dairy, distillery, education, electrical equipment, feed and fertilizer, foundry, lumber, machinery, manufacturing, metal fabrication, printing and publishing, ship building and drydock, stone, textile, trucking and storage, packaging, and health care.

Issues Handled: Absenteeism, alcohol and drug abuse, arbitrability, work assignment, bargaining unit work, discharge, discipline, health and welfare, holidays and holiday pay, incentive rates/standards, job class, job posting and bidding, layoff, bumping and recall, management rights, overtime, past practice, rate of pay, strike or lockout, subcontracting, transfers.

**FEES AND EXPENSES:**

\$1,300 per eight (8) hour day or any part thereof spent in hearing, mediation, inclusive of travel to and from hearing site (minimum one-day charge for hearings). Preparation of award at pro-rata per diem rate.

Cancellation: \$1,300 when a hearing is postponed or cancelled within 14 days of hearing.

Travel: All expenses, IRS rate per mile for use of personal vehicle or rental car. Maximum for transportation to site - \$500. Also charge for actual expenses (such as cancelation of hotel/motel reservations and airline change fees).

Other: Word processing costs.