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**PROFESSIONAL AFFILIATIONS:**

Washington State Bar Association  
American Bar Association  
Sections: Labor Law, Dispute Resolution  
King County Bar Association  
San Juan County Bar Association  
Labor Employment Relations Association

**EDUCATION:**

J.D. Law Boston University  
B.S. Industrial Relations Boston University

**PROFESSIONAL LICENSES AND CERTIFICATIONS:**

Washington State Bar Association (1973); United States District Court, Western Washington (1973), Massachusetts State Bar Association (1972); Federal Mediation and Conciliation Service Labor Arbitrator Certification (2000); University of Washington School of Law' Professional Mediation Skills Certification (2007).

**REGISTRATION:** Federal Central Contractor Registration

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

**2000 – Present:** Arbitrator. Arbitrate labor and employment cases (see industries and issues below) in the private and public sectors, including the federal sector. Provide arbitration advocacy training to union and management advocates. **1997 – 2000:** Private attorney: Counsel, represent, and train employers and employee organizations with regard to labor relations issues; perform strategic planning services for joint labor-management efforts in the public sector; perform organizational planning for a statewide public safety employee organization; complete Harvard's Kennedy School of Government Program for Labor-Management Cooperation. **Prior to 1997:** Staff work in labor setting; arbitrating contract and discipline cases in the public and private sector; provide grievance and arbitration training; work jointly with city officials to establish labor-management initiatives, as reported in Secretary of Labor and PM Institute publications.

**PUBLIC JURISDICTIONS:**

Federal Agencies: Bureau of Prisons, Army, Navy, Department of Energy, Small Business Administration, Social Security Administration; State and Municipal: Law Enforcement, Fire and Rescue, Department of Transportation, Ferry System; Department of Corrections, Port Authority, School Districts.

**ISSUES:**

Arbitrability; interest arbitration; contract interpretation; contracting-out; conduct (off-duty-personal); discipline (discharge and non-discharge); performance; discrimination based on gender,

union affiliation/activities; official time; hiring practices; job posting/bidding; technology and work, processes management rights; safety/health conditions; seniority; union security; working conditions/work orders; violence or threats; disciplinary transfer; grant/contract employees; environmental differential pay; retaliation; public employee furloughs. Federal Sector: prevailing party/back pay, past practices.

**ARBITRATION ROSTERS:**

Federal Mediation and Conciliation Service  
State of Washington Public Employment Relations Commission  
American Arbitration Association  
Oregon Employment Relations Board

**PANEL:** Social Security Administration and American Federation of Government Employees  
Inlandboatmen's Union, Alaska

**FEES:**

**Per diem fee:** My per diem rate is \$1,500 per day for hearing, record study, research and award. For per diem purposes a day is eight hours including lunch. Travel time is charged at one-half the per diem rate.

**Cancellation Fee:** One day's per diem will be charged for each day reserved for hearing if the cancellation occurs within 30 calendar days of the scheduled start of the arbitration hearing.

**Expenses:** Transportation:

- (1) Travel by car is charged at the current federal rate per mile.
- (2) Other transportation, and parking, is charged at cost.

Meals and Lodging: charged at cost.

The Opinion and Award will be submitted electronically as the Parties' representatives designate. No charge will be made for duplication and mailing of the Opinion and Award if the parties request a copy to be mailed via U.S. Mail.

The invoice will be submitted electronically with the Opinion and Award for fees and expenses incurred. A copy of the invoice will be mailed if requested.