

JAMES R. (JIM) BAILEY

Email: baileyarbit@gmail.com

Present Occupation: Arbitrator/Retired Federal Mediator

First Business Address:

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Tualatin, OR 97062
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PROFESSIONAL AFFILIATIONS:

Labor and Employment Relations Association (LERA), national member
Oregon LERA immediate Past President and executive board member

EDUCATION:

BA Journalism - San Jose State 1967
Secondary Teaching Credential - San Jose State 1971

CERTIFICATIONS:

FMCS Institute Arbitration Course

ARBITRATION ROSTERS:

Federal Mediation and Conciliation Service
Oregon ERB

PRIOR LABOR RELATIONS EXPERIENCE:

1995-2010: Commissioner Federal Mediation and Conciliation Service: Mediated contract and grievance disputes in Private, Federal, State, and Local Government jurisdictions.

1994-1995: Oregon State Mediator: Mediated contract and grievance disputes in Oregon Public Sector including State, Local Government and School Districts.

1984-1994: Oregon Nurses Association: positions included Labor Relations Representative, Labor Relations Department Coordinator, and Labor Relations News Representative. Served as Chief negotiator and grievance/arbitration advocate for RN bargaining units in private and public sector.

1973-1984: Service Employees International Union: Local 250 (1973-76 San Jose, CA) Local 535(1976-1981 San Jose, CA) and Local 49(1981-1984 Eugene, OR). Served as Labor Relations Representative including Chief negotiator and grievance/arbitration advocate in private and public sectors.

ISSUES: (As an arbitrator)

Suspension, discharge, employee schedule, job bidding, work out of class, timeliness, federal sector attorney fees.

(as mediator or advocate)

Affirmative Action; Absenteeism; Arbitrability; Bargaining Unit Work; Conduct; Demotion; Discipline (non-Discharge); Discipline (Discharge); Discrimination: Age, Disability, Race, Sex, National Origin; Drug/Alcohol Offenses; Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation; Grievance Mediation; Job Performance; Job Posting/Bidding; Layoff/Bumping/Recall; Management Rights; Retirement; Safety/Health Conditions; Seniority; Sexual Harassment; Strikes; Subcontracting/Contracting

out; Union Security; Wages: Cost of Living; Holiday Pay; Incentive Pay; Job Classification and Rates; Merit Pay; Overtime Pay; Severance Pay; Vacation Pay; Work Hours/Scheduling/Assignments; Working Conditions/Work Orders

FEES:

Per Diem Fee: \$1,100.00 Docketing Fee: None Cancellation Fee (see below)

GRIEVANCE ARBITRATION: Fee is \$1,100.00 on the day of the hearing regardless of the number hours at hearing during the day.

PREPARATION: Preparation, reading and research shall be charged at \$137.50 per hour.

CANCELLATION POLICY: \$1,100.00 for cancellation notice received less than 14 full calendar days before the scheduled start time of the arbitration. Cancellation fee is \$550.00 if cancellation is received more than 14 full calendar days before the scheduled start time of the arbitration, but less than 21 full calendar days before the scheduled start time of the arbitration. There is no cancellation fee for cancellations received at least 21 full calendar days before the scheduled start time of the arbitration. However any non-refundable airline change fee will be charged for cancellation made less than 28 full calendar days before the scheduled start time of the arbitration. There will be a \$550.00 rescheduling fee if the request is made less than 14 full calendar days before the scheduled start time of the arbitration.

EXPENSES: Arbitrator charges actual cost of reasonable expenses: including airfare, car rental, food and lodging. Automobile mileage is charge at applicable IRS expense rate. Travel time is not charged if less than two and one half hours travel one way. Travel time in excess of two and one half hours one way is charged at the rate of \$137.50 per hour.