

VICKIE L. COWAN
Arbitrator

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503-510-8239
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Experience Twenty-five years experience in private and public sector labor relations. Issues include, but are not limited to: arbitrability, contract interpretation, discharge, discipline, health and welfare, layoff, bumping, recall, overtime, scheduling of work, seniority, transfer, vacation, wages and classification.

Work History Arbitrator, self employed, 2012 to present;
Board Member, Oregon Employment Relations Board, 2007-2012;
Administrative Law Judge, Oregon Employment Relations Board, 1996-2007;
Attorney, sole practice, 1992-1996;
Human Resource Manager, Boise Cascade Corp., 1986-1991;
Labor Relations Specialist, Allied Stores, Inc. 1982-1984;
Labor Relations Representative, Kaiser Aluminum, 1981-1982.

Education J.D. - Gonzaga University School of Law - 1981
B.A. -(Political Science) University of Illinois - 1973.

Professional Organizations Oregon State Bar Association (inactive)
Washington State Bar Association (inactive)

Fees Rate: \$1000 per day (8 hours)
Cancellation policy: \$500 per scheduled hearing day, if canceled or postponed with less than 10 days notice.
Travel time - \$40/hour
Expenses - Actual cost of meals, lodging, airfare, car rental (if necessary).
Personal vehicle mileage charged at the IRS rate.