

DOROTHY A. FALLON
ARBITRATOR & MEDIATOR

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ARBITRATION EXPERIENCE SINCE 2004:

INDUSTRIES:

Beverage, Communications, Construction, Education including colleges, primary and secondary, Health Care/Hospital/ Nursing Home, Hotels, Administrative and Professional Employees, Marine Services and Oil Industry, Printing and Publishing, Retail, Newspapers, Manufacturing, Public Sector: Federal, State, City and Municipal Workers in Fire, Police, Administration, Highway Dept.

ISSUES:

Arbitrability, Absenteeism, Conduct, Discipline (Non-Discharge and Termination), Discrimination, Fringe Benefits (Holidays, Insurance, Vacation, Health/Hospitalization,) Job Performance, Layoffs/Bumping/Recalls, Management Rights, Safety/Health Conditions, Wages and Special Stipends (Cost-of-Living Pay, Holiday Pay, Job Classification and Rates, Merit Pay, Vacation Pay,) Violence, Insubordination, Theft, Sleeping on the Job, Policy Violations, Contract Interpretation dealing with layoff language, pension modifications, RIF's and wage calculations among other items, Other Terms and Conditions, Title VII Violations

PERMANENT PANEL MEMBER: USPS and National Association of Letter Carriers, State of Alaska and Public Safety Employees Association, and Masters, Mates & Pilots

ARBITRATION / MEDIATION ROSTERS:

American Arbitration Association Labor
Panel

Federal Mediation and Conciliation
Services

Oregon Employment Relations Board

Montana State Board of Personnel

Appeals

WA State Public Employment

New York State PERB Panel

New Jersey State Board of Mediation

US Nuclear Regulatory Commission

USPS NALC Arbitrator Panel

State of Alaska and PSEA

State of Alaska and Masters, Mates &

Pilots

EDUCATION:

Cornell University, Ithaca, NY – Masters in Professional Studies in Industrial and Labor Relations (January 2007)

St. Joseph's University, Philadelphia, PA – BS Food Marketing (1976)

SPECIALIZED TRAINING:

Cornell University, NYSSILR – Certificate Program in Workplace Conflict Management and Alternative Dispute Resolution

NYS Bar Association Committee on Labor Arbitration and Collective Bargaining Arbitrator Mentoring Program

Federal Mediation and Conciliation Services Institute – Labor Arbitration

Center for Mediation and Law – Intensive Mediation Training

American Arbitration Association – Mediation Advocacy

The Institute for Mediation and Conflict Resolution

LABOR RELATIONS EXPERIENCES

Supermarkets General Corp., Woodbridge, NJ (1970 – 1984)
Director of Human Resources and Labor Relations (1981 -1984)
Responsible for maintaining relationships with 7 United Food and Commercial Workers (UFCW) Locals, and the Retail, Wholesale and Department Store Union (RWDSU) Local 1034 of Philadelphia. Responsible for all aspects of managing Human Resource Department.

Bedford Central School District Board of Education, Bedford, NY (1997 -2003)
Directed Labor Relations and Collective Bargaining Efforts for two contract cycles with each of District Bargaining Units (Administrators, Teachers/Professional Staff, and Clerical, Service Employees) Responsible for Policy Development and Implementation, Fiscal and Long Range Planning, Overseeing District Leadership and Organizational Changes including Training, Employment, Employee Relations, Communications and Public Relations

PROFESSIONAL AFFILIATIONS:

Association for Conflict Resolution
Labor and Employment Relations Association
American Bar Association, Associate Member
Oregon Mediation Association

FEES:

Grievance and Interest Arbitration: \$1,400 per Hearing and Study Day which includes research and preparation of the opinion and award. Study time will be prorated.
Mediation and Fact Finding: \$250/hour, minimum four hour session, applies to study and conference time.
Cancellations: Full per diem fee charged with less than 3 weeks notice prior to hearing date(s) for cancellations or postponements that cannot be rescheduled.
Travel Time: Travel exceeding 60 minutes one way may be billed on a prorated per diem basis. Travel necessary on days other than scheduled hearing dates will be billed on a prorated per diem basis.
Travel Expenses: Actual expenses for travel, food, car rental, and lodging. (Will book fully refundable economy class fare for air or train, barring special circumstances.)
Mileage/tolls for local travel at applicable IRS expense rate.
Other Expenses: Will charge actual expenses for copying, postage/handling, etc.
Billing: A final invoice will be issued with the award, or following the late cancellation or postponement of a scheduled hearing. Interim invoices may be issued after each hearing date in a multi-day hearing. All fees and expenses charged in accordance with the above will be split evenly between the parties, unless controlling legislation or the parties' agreement provides otherwise (i.e. employer pays, loser pays.)