

SANDRA SMITH GANGLE, P.C.

Arbitrator and Mediator

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EDUCATION:

J.D., Willamette University College of Law (1980) (Elected to *Law Review*, 1978-80)
M.A., Romance Languages (French concentration), University of Oregon (1968)
B.A., College of New Rochelle, New York (1964)

PROFESSIONAL BACKGROUND: 1980-pres. Private Practice: *Now limited to Arbitration.*

1980-2000 Private Practice of Law. 1968-77 Instr. Of French and ESL, *OSU, Willamette U., Chemeketa CC*

LABOR ARBITRATION EXPERIENCE and ROSTERS:

Federal Mediation and Conciliation Service (Labor Arbitrator Roster member since 1985)
American Arbitration Association (Labor, Employment, Mass Claims)
Public-Sector Employment Relations: Oregon, Washington, California, Montana
U.S. Postal Service Expedited Arbitration Panel: Pacific Northwest Region (1987-92)

ISSUES ARBITRATED (Partial list):

Arbitrability, Alcohol/Drug, Discipline & Discharge, Sexual Harassment, Discrimination, Past Practice, Wages, Benefits, Theft/Dishonesty, Past Practice, Contract Interpretation, Parol Evidence,
Work Performance, Promotion/Layoff, Safety, *interest arbitration, union chargeable fees.*

ADMINISTRATIVE HEARINGS OFFICER/ COLLABORATIVE PROCESS EXPERIENCE:

State Center Community College District (Fresno, CA) (2005)
City of Keizer (OR) Land Use Hearings Officer (1986-92)
Oregon Department of Education and various school districts (disability issues) (1986-88)
Task Force Facilitator: State of Oregon Dept. of Transportation (Nov. 1999 to June, 2000)
Joint conference and CLE program at Cambridge Univ., Summer 1998

MEDIATION EXPERIENCE:

U.S. Postal Service REDRESS mediator (2000 to 2010)
Key Bridge Foundation Mediator of ADA claims (1998 to present)

PROFESSIONAL AFFILIATIONS:

Oregon State Bar Association (inactive)(elected member, House of Delegates, 2005-8)
Association for Conflict Resolution (fka SPIDR)(since 1986)
Co-Chair, SPIDR Pacific Northwest Chapter (1994-95)

CIVIC BOARDS AND COMMISSIONS:

League of Women Voters (Past President, Marion-Polk)(Oregon State Board, 2008-11)
Salem YWCA Board of Directors (1997 – 2002)
Salem City Club Board of Directors (1998-2003, President, 2001-2002)
Marion County Courts Mediation Commission (1993-98)
Marion County Fire District Civil Service Commission (1987-92)
Board of Trustees, Salem Peace Plaza (1986-97, President, 1993-95)

OTHER EXPERIENCE:

Presenter on CLE panels and workshops regarding arbitration/mediation:

Washington State Bar Annual ADR Conference (1992, 1993, 1994)
SPIDR Northwest Conference (Seattle, WA 1992, 1993)
Salem Economic Development Corp. Workshop on Employment ADR (1995)
Oregon Department of Employment Workshop on ADR (1996)
Western Oregon State College Workshop on ADR in employment (1996)
National SPIDR Conferences: Dallas, Texas (1995) and Washington, D.C. (1996)
Oregon Employment Relations Board Arbitrators' Conference (2003)
OrLERA Annual Labor Relations Conference (2010)

Participant: Cornell School of ILR, Europe 1992 workshop, Oxford University, England

PUBLICATIONS:

"Alcohol and Drug-Related Issues in Public Sector Arbitration Cases",
Lab. Ed. and Res. Center (U. of O.) Monograph Series No. 5 (1986)
"Patient Abuse Cases: Violence in Residential Care Facilities",
Arbitration Quarterly of the Northwest (Fall 1992)
"Gender and Power in the Workplace", Arb. Quarterly of the Northwest (Spring 1993)
"Employment Arbitration Agreements: Are There Minimum Standards
of Procedural Fairness?" Proceedings, 1994 Univ. of Wash. ADR
"Arbitrator's Duty to Make Disclosures", SPIDR NW Newsletter, 11/95
"Public Policy vs. Public Opinion", U. of O. Monograph Series No. 17 (Fall, 2003)

PUBLISHED ARBITRATION AWARDS:

United Grocers and Teamsters, Local 162, 92 LA 566 (1989)(Latent Ambiguity)
Down River Forest Products and Graphic Comm. Wkrs, 94 LA 141 (1989)(Missing Term)
Rexam Graphics and AWPPW, Local 78, 111LA 1177 (1999)(Discharge Arb.),
aff'd on motion to vacate award, 9th Cir., Aug. 8, 2000 (Case No. 99-35862)
Dept. of Veterans Affairs and AFGE, 113 LA 961 (2000)(Same-Sex Sexual harassment Arb.)
Fed. Bur. Of Prisons and AFGE, Local 3379, 114 LA 1126 (2001)(Procedural Arbitrability)
Albertson's and UFCW Local 555, 115 LA 887 (2001)(Insubordination, Sexual Harassment)
Valley Communications Ctr. and VCC Employees Assn, 119 LA 1767 (2004)(Dress Code)

ARBITRATION FEE SCHEDULE

Professional Services: Hearing, study, research and drafting of Award:

\$1,400 per diem (partial day, telephone conference, etc. \$200/hr);

\$1,600 per diem for interest arbitration (\$225/hr. partial days)

Travel time charged at \$100/hr. (if more than one hour each way);

Expenses: meals, lodging, postage, etc. at actual cost. Receipts provided.

Cancellation/Postponement Fees: \$1,200 per scheduled hearing day, if cancellation/postponement occurs within five (5) business days of opening date; \$600 per day, if hearing is cancelled/postponed 5-30 business days prior; \$500 minimum flat cancellation fee anytime after hearing date set, prior to 30th day before hearing.

Postponement fees may be waived if delay is for cause and hearing goes forward.

Terms: Unless parties agree otherwise, arbitrator's fees and expenses are divided equally between the parties. Interim statements may be sent after hearing is conducted and before Award is issued. Payment is due in full within 30 days of any billing.