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OCCUPATION: Full-time neutral practice as arbitrator and mediator since 1990

EDUCATION: J.D., University of Arkansas, School of Law (Fayetteville) with honors; 1973; B.A., University of Wisconsin (Madison) with honors; 1969

FORMERLY: Private practice of labor and employment law on union side, Youngdahl & Larrison, Little Rock (1974-76) and Levy & Goldman, Los Angeles (1978-80); NLRB Field Attorney with Regions 20 and 32 in San Francisco and Oakland (1977-78); Assistant Chief Counsel, CA Department of Personnel Administration (1981-82); ; private practice representing management clients (1983-90)

SAMPLE PANELS: Federal Mediation and Conciliation Service
AAA Labor, Commercial, Complex Case and Mediation Panels
California State Mediation and Conciliation Service
Los Angeles City Employee Relations Board
California Tribal Labor Panel (Gaming Industry)
California Correctional Peace Officers' Assn and State of CA
Kaiser Foundation Hospitals and California Nurses Assn
California Racing Association and Pari-Mutuel Employees
State of Alaska and Alaska State Employees Association, AFSCME Local 52
RockTenn and International Brotherhood of Teamsters
Las Vegas Metropolitan Police and Protective Police Assn (Civilian Employees)
Las Vegas Metropolitan Police (Managers and Supervisors Panel)
SEIU Local 790 and City and County of San Francisco
UAW and California State Employees Association
National Staff Organization and California Associate Staff
Town of Pahrump and IAFF Local 4068
Southern California Edison and IBEW
University of California and Coalition of University Employees
Carson Tahoe Regional Health Care and Healthcare Employees Assn
Alameda County Medical Center and SEIU Local 1021

EXPERIENCE: Arbitration and mediation experience in public and private sectors in a wide range of industries including but not limited to health care, horse racing, securities, local government, manufacturing, law enforcement, firefighting, transportation, media, telecommunications, and technology. Resolves issues of discipline, contract interpretation, arbitrability, discrimination, probation, vacations, benefits, sexual harassment, layoff, management rights, and substance abuse. Also serves as a final and binding interest arbitrator and as a mediator in wage and benefit disputes in CA, Oregon, Nevada and Hawaii. Has served as interest arbitrator and mediator in dispute involving bankrupt public entity.

PROFESSIONAL AFFILIATIONS: Fellow, College of Labor and Employment Lawyers
Labor & Employment Section, State Bar CA
Labor & Employment Section, ABA
Member, National Academy of Arbitrators
Neutral board member, Industrial Relations Assn of Northern CA

FEE SCHEDULE: Rights arbitration (\$1550 per day) and interest arbitration, including factfinding and mediation, (\$1750 per day). Travel day charged if hearing location more than four hours from arbitrator's Sacramento office. 30-day cancellation. 45-day cancellation if more than two (2) consecutive days of hearing and/or travel.