

RESUME OF MICHAEL ANTHONY MARR

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Present Occupation: Attorney, Arbitrator, Fact Finder and Mediator

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PROFESSIONAL AFFILIATIONS:

Washington State Bar Association (1979), Hawaii State Bar Association (1980), State of Washington Supreme Court State of Hawaii Supreme Court, Supreme Court of the United States, United States 9th Circuit Court of Appeals United States District Court of Hawaii, United States District Court of Western Washington, Labor and Employment Relations Association, and the Society of Federal Labor Relations Professionals.

EDUCATION:

BA	Political Science	University of Washington, 1975	(Magna Cum Laude and Phi Beta Kappa)
JD	Law	University of San Francisco, 1978	(Two Scholarships)

ARBITRATION/LABOR RELATIONS EXPERIENCE:

February 16, 1979 to Present - Law Offices of Michael Anthony Marr

With the exception of providing legal services to Hawaii's indigent community, the law practice is primarily dedicated to providing arbitration, mediation, and other neutral services to the area of labor and employment law in the federal, public, and private sectors. Have practiced in almost every major area of law, including, but not limited to, family law, criminal law, personal injury law, construction law, probate law, bankruptcy law, corporate law, banking law, welfare law and immigration law. While maintaining a private law practice, have served as Special Counsel to the State of Hawaii Crime Commission, as a Bankruptcy Trustee to the United States District Court for the District of Hawaii, as Independent Grand Jury Counsel to the Circuit Court of the First Circuit, State of Hawaii, and as a law instructor to the University of Hawaii, West Oahu College and Chaminade University.

INDUSTRIES:

Federal Sector, Public Sector, Private Sector, military, architecture, airlines, aerospace, medical/hospital, advertising, automotive, bakery, banking, broadcasting, education, communications, construction, engineering, food (manu./proc./service), entertainment/arts, hotels/motels/casinos/resorts, machinery, oil, gas, and petrochemicals, police and fire, public utilities, office workers/clerical, organizations, printing and publishing, prison guard, law enforcement, real estate, shipbuilding/dry docks, steel, transportation, trucking and storage, warehousing, and restaurants and nuclear power.

ISSUES:

Jurisdiction, arbitrability, absenteeism, conduct (off-duty)/personal, demotion, employee discipline (discharge and non-discharge), discrimination, age, race, disability and sex, grievance procedures, drug/alcohol offenses, collective bargaining, agreement interpretation, lay-offs/bumping/recall, past practices, seniority, subcontracting/contracting out, hiring practices, work conditions and safety, work orders, job performance, seniority/tenure/reappointment, promotions, harassment, violence/threats, management rights, unilateral action, complex discovery motions and motions for summary disposition.

ARBITRATION/MEDIATION ROSTERS:

United States District Court of Hawaii Mediation Panel
Dispute Resolution & Resolution, Inc. (Hawaii)
Oregon State Employment Relations Board
Los Angeles City Employee Relations Board
Michigan Employment Relations Commission
National Association of Securities Dealers
Nevada Employee Relations Board

Federal Mediation and Conciliation Service
Hawaii Labor Relations Board
California State Mediation & Conciliation Service
Maine Labor Relations Commission
Montana Board of Personnel Appeals
National Arbitration Forum
Nebraska Employee Relations Board

PERMANENT PANELS AND/OR CONSISTENT SELECTION:

State of Hawaii/United Public Workers; State of Hawaii/Hawaii Government Employees Association; All County governments of Hawaii/United Public Workers; All County Governments of Hawaii/Hawaii Government Employees Association; Kuakini Hospital/Hawaii Nurses Association; Oahu Transit Services, Inc./Hawaii Teamsters & Allied Workers.

PUBLICATIONS:

Editor and primary writer for the Hawaii Labor and Employment Law Alert ("HLELA"). The HLELA Alerts attorneys and neutral service providers of issued court and administrative decisions relevant to labor and employment law.

SOME OF THE EMPLOYERS AND UNIONS THAT HAVE MUTUALLY AGREED TO USE MY SERVICES AS A NEUTRAL SERVICE PROVIDER INCLUDE THE FOLLOWING:

The United States of America, State of Oregon, State of Hawaii, City and County of Honolulu, County of Maui, County of Kauai, County of Hawaii, Hawaii Health Care Systems Corporation, Maui Memorial Medical Center, Kuakini Hospital, Providence Health Care Systems, Saint Peter Hospital, State of Hawaii Department of Education, Oahu Transit Services, Inc., United States Army, Pearl Harbor Naval Shipyard and IMF, Fort Huachuca, CH2M Hill Plateau Remediation, Los Angeles Police Department, Contra Costa Water District, Qwest Communications, Inc., Fluor Hanford, Inc., National Car Rental Systems, Inc., Kawailoa Development dba Poipu Bay Resort Golf Course, the Hale Koa Hotel, Safeway, Inc., UNITE HERE, United Public Workers, Hawaii Government Employees Association, Hawaii State Teachers Association, Hawaii Nurses Association, Association of Oregon Corrections Employees, United Staff Nurses Union, International Longshore and Warehouse Union, Hawaii Teamsters and Allied Workers, Hawaii Firefighters Association, HAMTC Firefighters, International Brotherhood of Electrical Workers, Communication Workers of America, Stationary Engineers, Engineers and Architects Association, United Local Seven Staff Union, United Food & Commercial Workers, United Steel Workers, Aerospace Workers of America, Hawaii Federal Employees Metals Trade Council, the Hanford Atomic Metals Trades Council and the American Federation of Government Employees.

COMMUNITY SERVICE WORK UNRELATED TO PROFESSION:

Pro bono Guardian Ad Litem for abused and neglected children in the Family Court of the First Circuit, State of Hawaii, Supporter of Father Flannigan's Boys and Girls Town, and Supporter of Saint Joseph's Indian School.

COMMUNITY SERVICE WORK RELATED TO PROFESSION:

Pro bono mediator for the Mediation Center of the Pacific, Editor and publisher of the Hawaii Labor and Employment Law Alert, Association of Conflict Resolution (ACR) – Hawaii Chapter - Events Committee Member, Hawaii State Bar Association – Labor and Employment Law Section Member, Hawaii State Bar Association – Alternative Dispute Resolution Section Member

PER DIEM FEE: \$850.00

DOCKETING FEE: \$0 CANCELLATION FEE: (See below)

Grievance Arbitration: The per diem fee is \$850.00 per day for hearing, research and preparation of the opinion and award. A hearing day constitutes any portion up to eight hours. Time for review, research and preparation is prorated at the per diem rate.

Cancellation Policy: If the scheduled hearing is canceled or postponed with at least 3 weeks (21 calendar days) there shall be no cancellation fee. If the scheduled hearing is postponed or canceled with notice of less than 3 weeks (21 calendar days), one-half of each per diem fee for each day of hearing shall be charged but only if replacement arbitration or mediation hearing cannot be scheduled in the place of the cancelled hearing. Despite the fact that a cancellation fee may be owed as set forth above, using equity as a guide, the Arbitrator retains the sole discretion to waive a cancellation fee and on several occasions has done so.

Interest Arbitration, Fact-finding and Labor Mediation: Arbitrator charges \$2,000 per day (for up to 8 hours). Time for research and preparation is prorated at \$250.00/hour.

Travel Time: No travel time is charged between Honolulu and Portland, Oregon. Travel time prorated from Portland, Oregon to the location of the arbitration hearing.

Expenses: No charge for travel expenses, including airfare, between Honolulu and Portland, Oregon. Arbitrator charges actual cost of reasonable expenses including car rental, taxi and lodging. Arbitrator does not charge for meal expenses.