

## BURTON WHITE

**Email:** burtonwhite@mac.com

**Present Occupation:** Dispute Resolution: Arbitrator/Mediator/Facilitator

**Address:** 12395 SW 129<sup>th</sup> Avenue

Tigard, Oregon 97223-1872

**Phone:** (503) 590-3535

**Fax:** (503) 524-0997

### Education

BA Political Philosophy

Boston University

MA English and American Language and Literature

Boston University

Post Graduate Studies English Literature

University of California, Berkeley

### Work History

1961-1968: KPFA FM (Berkeley): Public Affairs Producer/Reporter, then Development Director

1969-1975: California Nurses' Association: Labor Representative then Program Director

(Collective Bargaining)

1979-1985: Oregon Nurses Association: Program Director (Collective Bargaining)

1985-1990: Adjunct Faculty, Labor Education and Research Center, University of Oregon

1985-1987: Ad Hoc Mediator, Oregon State Conciliation Service

1988-2009: Mediate disputes for Oregon and US Departments of Agriculture

(including agricultural labor disputes)

### Other roles as neutral:

- Executive Director, Partners in Construction Cooperation (labor-management cooperation committee in construction industry)
- Managing Partner, Options for the Workplace (providers of labor-management training and facilitation to labor and management jointly)
- Selected by parties in both private and public sectors to administer collective bargaining elections.

1987-Present: Labor Neutral: Arbitrator/Mediator/Facilitator.

**Arbitrate** labor and employment cases (see industries and issues below).

**Mediate** bargaining, grievance, discrimination and other employment disputes.

**Facilitate:** Interest Based Bargaining (experience in health care, public education, higher education and metal trades)

### Memberships:

American Arbitration Association

Association for Conflict Resolution

Labor and Employment Relations Association (National)

Oregon LERA, Member Executive Board, 1990-present; President, 1996-97

Society of Federal Labor & Employee Relations Professionals

## ARBITRATION EXPERIENCE

**Industries:** Local, state and federal governments, including corrections, education (public and higher), police and fire, postal service, public works, and veterans administration. Aerospace; agriculture; aluminum; chemicals; communications; construction; electronics; food (manufacturing/processing/service); foundry; health care; (hospitals/nursing home; housing/assisted living); hotels/motels/casinos/resorts, manufacturing; office workers/clerical; organizations (including labor organizations); pulp and paper; refrigeration/hvac; retail stores; shipbuilding/dry-dock; steel, textile; transportation; utilities; warehousing.

**Issues:** Absenteeism; Arbitrability; Bargaining Unit Work; Conduct (Off-Duty/Personal); Demotion; Discharge; Discipline; Discrimination (Religious, Sex); Drug/Alcohol Offenses; Holidays; Insurance; Leave/Vacations; Job Performance; Job Posting/Bidding; Layoffs/Bumping/Recall; Management Rights; Past Practices; Performance Appraisals, Portal-to-Portal Pay, Resignation, Retirement; Seniority; Strikes, Lockouts, Work Stoppages, Slowdowns; Subcontracting/Contracting Out; Tenure/Reappointment; Union Security; Holiday Pay; Job Classification & Rates; Overtime Pay; Vacation Pay; Work Hours/Schedules/Assignments.

**Other Relevant Information:**

Designated "Advanced Practitioner Arbitrator" by Association for Conflict Resolution  
On arbitration rosters for American Arbitration Association, Federal Mediation and Conciliation Service, National Mediation Board, and on public sector rosters in California, Idaho, Indiana, Hawaii, Montana, Pennsylvania, Oregon, Washington, and City of Los Angeles

**Permanent Panels:** State of Alaska & Public Safety Employees Association

Communication Workers of America & AT&T; District 7

Social Security Administration and American Federation of Government Employees; Panel 15

Sample Opinions and Awards posted at <http://www.lawmemo.com/arb/arbitrator/white.burton.htm>

**FEES:**

**Grievance Arbitration, Interest Arbitration and Factfinding:** \$1200.00 is charged for each day of hearing, study, writing, and travel. A hearing day is any portion of a day up to eight hours. A portion of a day used for travel, study, writing or hearing preparation is prorated at \$150.00 an hour.

**Cancellation:** One day's fee is charged for each scheduled day if fewer than seven calendar day's notice of cancellation is received. One-half of one day's fee is charged for each scheduled hearing day if longer notice is given.

**Postponement:** No charge for first postponement provided notice is received at least seven calendar days before the first scheduled date and rescheduling is addressed within thirty calendar days from date of notice; otherwise, same as cancellation.

**Expenses:** Travel and office-related expenses are billed for reimbursement. As applicable, the travel charges include airfare, car rental or mileage, food, lodging and office-related charges include postage, photocopying and secretarial assistance. Automobile mileage other than in a rental car is charged at the current IRS expense rate.