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OCCUPATION: Arbitrator/Fact Finder/Mediator

EDUCATION: J.D., Labor Law Concentration, University of Wisconsin Law School, 1978.
B.A., Honors College, Michigan State University, 1975, Phi Beta Kappa.

**ARBITRATION and
LABOR RELATIONS
EXPERIENCE:**

1978 to 2011: Arbitrator/Examiner/Mediator with the Public Employment Relations Commission, Olympia, Washington. PERC has exclusive jurisdiction over public sector employers and unions in the State of Washington. PERC exercises discretionary jurisdiction over private sector labor/management relationships. As a PERC staff member, I averaged 65+ case closures per year, involving issues in grievance arbitrations, unfair labor practices, representation questions, unit clarification matters, fact-findings or contract mediations. Both public and private sector. Samples of issues that I have interpreted: Arbitrability, just cause discipline and/or discharge, seniority, promotion, sick leave usage, overtime, calculation of back pay, transfer, premium pay, lay off, salary placement, assignment, post judgment interest, work place violence and sub-contracting. I performed fact-finding for certificated teachers, and uniform personnel, collective bargaining agreements; I issued interest arbitration awards for uniform personnel.

2012 to present: Full time arbitration and mediation practice in both public and private sectors. I have been selected as the Arbitrator or Mediator for cases in Alaska, Washington, Oregon, Idaho, Montana, Colorado, Wyoming, Utah and Arizona.

PERMANENT PANELS:

University System of Oregon
King County
State of Alaska

ARBITRATION ROSTERS:

Federal Mediation and Conciliation Service
Oregon Employment Relations Board, (OREB) Panel of Arbitrators
Washington Public Employment Relations Commission, (PERC) Panel of Arbitrators

FEES: Per Diem Fee: \$1500.00 for up to seven hour hearing day; \$225.00 hourly rate. Each hearing day scheduled will be billed at the full per diem. The per diem applies to time spent in study, research and writing. Cancellation fees charged. Travel and subsistence fees billed on the basis of costs incurred.

VIRTUAL HEARINGS: I do virtual hearings using Microsoft Teams or Zoom.