Carne Dispute Resolution
Post Office Box 8553 Madison, WI 53708
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DANIELLE L. CARNE

Professional Biography

OCCUPATION

Full-time neutral offering mediation, arbitration, and hearing officer services; adjunct law professor; licensed member of Wisconsin State Bar (#1043152).

CONTACT INFORMATION

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NEUTRAL EXPERIENCE

Mediating, arbitrating, and serving as hearing officer since 2006.

Labor Matters: Arbitrating, serving as hearing examiner, and mediating in broad range of private-sector industries and in the public sector at all levels of government (local, state, federal). Cases involving both contract interpretation and disciplinary matters; collective bargaining negotiations and grievance disputes (including internal labor organization negotiations). Ten years of prior experience as an administrative law judge, adjudicating unfair labor practice and representation cases.

Employment Matters: Mediating and arbitrating cases involving broad range of employment / workplace matters, including discrimination claims, ERISA-based claims, individual contract negotiations and disputes (non-compete, non-solicitation, *etc.*), FMLA issues, wage and hour issues, private grievance procedures, *etc.*

Civil Service Matters: Adjudicating and mediating cases arising from local, state, and federal civil service employment systems, involving a broad range of departments and positions, and addressing disciplinary, non-selection, layoff, and classification decisions, among others.

Domestic Relations Matters: Certificate in Family Mediation; mediating property division, custody, and placement issues.

Special Education Mediation and Facilitation: Mediating special education disputes and facilitating IEP meetings as a member of the Roster of Mediators maintained by the Wisconsin Special Education Mediation System.

Securities Disputes: Mediating and arbitrating securities-industry disputes as member of FINRA Panel of Mediators and FINRA Panel of Arbitrators.

TEACHING EXPERIENCE

University of Wisconsin Law School
Adjunct Professor
Teaching Employment Law (Fall '16); Labor Law II (Spring '18); and The Practice of Mediation and Arbitration (Spring '19; Fall '19; Spring '20)

Cardinal Stritch University Institute for Conflict Studies
Featured Instructor
Conducting 5-day, 40-hour Mediation Training (June, 2018)

University of Wisconsin—Oshkosh School of Business
Adjunct Professor and Guest Lecturer
Teaching graduate and undergraduate courses in labor and employment law (2010-2014)

University of Wisconsin—Extension School for Workers
Guest Lecturer
Conducting mock arbitration training sessions; teaching 4-hour modules on HIPAA, COBRA, FMLA in "Bargaining for Healthcare" seminars (2004-2013)

CURRENT ROSTERS

Private:
United State Postal Service / National Association of Letters Carriers Regional Arbitration Panel
City of Chicago Board of Education & Chicago Teachers Union Tenured Teacher Dismissal Panel
City of Chicago & Policemen's Benevolent & Protective Association of Illinois, Unit 156A (Sergeants), Unit 156B (Lieutenants), and Unit 156C (Captains)
Green Bay Area Public School District Independent Hearing Officer Panel
Wisconsin Special Education Mediation System Roster of Mediators

National:
Federal Mediation and Conciliation Service (FMCS) Labor Arbitration Roster
American Arbitration Association (AAA) Roster of Mediators
American Arbitration Association (AAA) Roster of Labor Arbitrators
American Arbitration Association (AAA) Roster of Neutrals
National Mediation Board (NMB) Arbitration Roster
Financial Industry Regulator Authority (FINRA) Roster of Arbitrators
Financial Industry Regulator Authority (FINRA) Roster of Mediators
Resolute Systems Panel of Employment Mediators and Arbitrators
CLC Incorporated

State:
Alaska Labor Relations Agency Arbitrator Listing
Florida Public Employees Relations Commission Roster of Special Magistates
Illinois Educational Labor Relations Board Mediation / Arbitration Roster
Illinois State Board of Education Tenured Teacher Dismissal Hearing Officer Roster
Indiana Education Employment Relations Board Arbitration, Mediation, and Fact-Finding Panel
Iowa Public Employment Relations Board Arbitration and Fact-Finding Panel
Iowa Public Employment Relations Board Roster of Ad Hoc Mediators
Kansas Public Employee Relations Board Roster of Mediator / Arbitrators / Fact-Finders
Montana Department of Labor & Industry Arbitrator Roster / Non-Collective-Bargaining Arbitrator Roster

Nebraska Commission of Industrial Relations Resolution Officer Panel
Nevada Employee-Management Relations Board Panel of Mediators, Fact-Finders, Arbitrators
Minnesota Bureau of Mediation Services Arbitration Roster
Oregon Employment Relations Board Panel of Factfinders and Mediators
State of Washington Public Employment Relations Commission Dispute Resolution Panel

Other:
University of Wisconsin System Roster of Arbitrators
Dane County Case Mediation Program Panel of Mediators
Dane County Housing Project Panel of Eviction Mediators
Milwaukee County Civil Mediators List

ISSUES ADDRESSED

Absenteeism, Arbitrability, Bargaining Unit Work, Beck Objections, Benefits Accrual and Usage; Classification Systems, Community of Interest, Comparability, Concerted Activity, Conduct, Deferral, Custody / Placement, Demotion, Disability Benefits Claims, Discharge, Discipline, Discrimination (Disability, Gender and Sexual Orientation, Race, Age, Marital Status), Divorce (Property Division; Child Custody and Placement Issues); Dues Checkoff and Deductions, Duty of Fair Representation, Duty to Bargain, Duty to Exhaust, Duty to Provide Information, Employee Monitoring Technology, ERISA Benefits, Expense Account Usage, Flexible Spending Accounts, Free Speech, Furloughs, Health, Hiring Practices, Impact Bargaining, Incentive Pay, Independent Contractor Status, IEPs, Insurance Benefits, Job Classifications, Job Performance, Job Posting, Jurisdictional Disputes, Layoffs, Leave Benefits, Longevity Benefits, Management Rights, Mootness, Non-Compete / Non-Solicitation Provisions; Overtime Pay, Past Practice, Pension Plans, Marital Property Division, Expungement of Securities Records, Salary Schedules, Seniority, Special Education Matters, Standard of Review, Statute of Limitations, Subcontracting, Tenured Teacher Discharges, Unit Clarifications, Unilateral Change; Vacation Benefits, Vacation Pay, Waiver, Work Assignments, Working Conditions, Working Hours, Workplace Violence.

INDUSTRIES ADDRESSED

Communications; Corrections; Education (primary, secondary, and higher); Electrical Equipment / Appliances; Energy; Entertainment / Arts; Food Production / Distribution; Financial; Information Technology; Logistics; Healthcare Organizations (Insurers / Hospitals / Nursing Homes); Insurance; Metal Fabrication; Military; Office / Clerical; Police / Fire; Postal Service; Public Works; Refrigeration / HVAC; Securities; Shipping; Social Services; Transportation; Utilities; Veterans' Programs.

ADR CERTIFICATIONS / TRAININGS

Family Mediation Certificate
University of Wisconsin—Milwaukee School of Continuing Education
October, 2018

Wisconsin Special Education Mediation Service 32-Hour Mediation Training Certification
Milwaukee, Wisconsin
September, 2018

FINRA Arbitration and Expungement Training Certification
Madison, Wisconsin
January, 2017

AAA Arbitrator I and II Training Certifications
Chicago, Illinois
May, 2013
Virtual
March 2021

Illinois School Board of Education Hearing Officer Training
Milwaukee, Wisconsin
March, 2013

PROFESSIONAL AFFILIATIONS

Member, American Bar Association
Labor and Employment Section (Member of State and Local Government Bargaining and Employment Law Committee; Member of Federal Labor Regulation Legislation Committee)
Alternative Dispute Resolution Section

Member, Wisconsin Bar Association
Labor and Employment Section (former Chair of Labor and Employment Law Section Executive Board)
Alternative Dispute Resolution Section (former Member of Alternative Dispute Resolution Section Executive Board)

Member, Advisory Board of Cardinal Stritch University Institute for Conflict Studies

Member, Labor and Employment Relations Association, National and Wisconsin Chapters
Member, 2017-2018 LERA National Nominating Committee
Practice Leader, LERA National Alternative Dispute Resolution Section

Practitioner Member, Association for Conflict Resolution, Wisconsin Chapter

Member, Inns of Court, James E. Doyle Chapter

Member, Conflict Consultants Network

PRIOR EMPLOYMENT

Wisconsin Employment Relations Commission, Madison, Wisconsin
Mediator, Arbitrator, Administrative Law Judge, 2016-2018; 2006-2013

Wisconsin Office of State Employment Relations, Madison, Wisconsin
Deputy Director, 2015
Chief Legal Counsel, 2013-2015
Acting Division of Merit Recruitment and Selection Administrator, 2014-2015

Hawks, Quindel, Ehlke & Perry, S.C., Madison, Wisconsin
Attorney, 2003-2006

EDUCATION

JD, conferred with distinction, University of Iowa College of Law, Iowa City, Iowa, 2002
BA, Grinnell College, Grinnell, Iowa, 1996

FEE POLICY

Collective Bargaining Grievance Arbitration, Interest Arbitration, Fact-Finding, and Mediation: 8-hour per diem fee of $1,600. A day is any portion of a hearing or mediation day up to 8 hours. Prorated per diem is charged for the following activities: hearing or mediation time on hearing or mediation days exceeding 8 hours; non-routine prehearing activity; arbitration award preparation; mediation preparation; travel time.

Non-collective-bargaining Mediation and Arbitration: $400 per hour for study, mediation sessions, arbitration hearings, award preparation, and travel time.

Expenses: Parties will be charged the actual cost of reasonable travel expenses, including air and train fares, car rental, mileage (IRS rate) for use of personal vehicle, and lodging from Madison, Wisconsin address.

Cancellation Policy: A cancellation fee of $1,600 is charged for each hearing or mediation date cancelled or postponed less than 14 calendar days prior to the scheduled date.