

**MICHAEL E. CAVANAUGH, J.D.**  
**Arbitration and Mediation**  
1004 Commercial Avenue #369  
Anacortes, WA 98221

Please note: I am only available to schedule remote hearings, and I no longer accept law enforcement or corrections discipline matters.

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**CONTACT INFORMATION:**

- ◆ **Voice:** (206) 200-1935 (cell)
- ◆ **E-mail:** mec@cavanaugh-adr.com

**LEGAL EXPERIENCE:**

- ◆ Full time Arbitrator and Mediator (1997 to present)
- ◆ Attorney, Private Practice (1977-97) Seattle, Washington  
(Practice limited to Labor & Employment Law)
- ◆ Court Law Clerk, United States Court of Appeals for the Ninth Circuit, San Francisco, California (1976-77)

**EDUCATION:**

A.B. Degree, University of California (Berkeley) — 1973

- ◆ Completed the Honors Program in English Literature *With Distinction*

J.D. Degree, University of Washington School of Law — 1976

- ◆ Order of the Coif

**PROFESSIONAL  
ASSOCIATIONS:**

- ◆ National Academy of Arbitrators (Admitted 2005; Chair, Region 17 from 2014-16)
- ◆ Washington State Bar Association (inactive) (ADR Section)
- ◆ American Bar Association (Labor & Employment Law Sec.; Dispute Resolution Sec.)
- ◆ NW Chapter, LERA

**PROFESSIONAL RECOGNITION:**

- ◆ *The Best Lawyers in America* (while practicing as an advocate)
- ◆ rated *av preeminent* in Martindale Hubbell Law Directory
- ◆ *Who's Who in American Law*

## **ALTERNATIVE DISPUTE RESOLUTION TRAINING:**

- ◆ Certificate in Mediation Skills, University of Washington Law School Foundation (1994)
- ◆ Settlement Now! Advanced Mediators' Training (1989)
- ◆ Settlement Now! Mediator's Seminar (1988)

## **ARBITRATION AND MEDIATION PANELS:**

- ◆ FMCS
- ◆ AAA
- ◆ Washington PERC
- ◆ Oregon ERB
- ◆ Numerous permanent panels in CBA's

## **PUBLISHED ARBITRATION DECISIONS:**

- ◆ *Fors Farms and Teamsters, Local 313*, 112 LA 33 (1999)
- ◆ *St. Clare Hospital and Service Employees, Local 6*, 112 LA 602 (1998)
- ◆ *Waste Management, Inc. and Teamsters, Local 117*, 120 LA 175 (2004)
- ◆ Additional decisions reprinted online on National Arbitration Center website (part of [www.lawmemo.com](http://www.lawmemo.com))

## **FEE SCHEDULE:**

**Labor Arbitration Per Diem:** \$2,500.00 per day of hearing/study effective 10/1/22 through 9/30/23 (please ask for full Fee Schedule and Terms of Engagement).

**Labor Arbitration Cancellation Fee:** one-half day per scheduled day of hearing for matters cancelled more than fourteen days prior to the hearing; one full day per scheduled day of hearing for matters cancelled fourteen days or fewer prior to the hearing.

**Mediation:** \$350/hr.

**Statutory or Employment Contract Arbitration:** \$350/hr.

**Expenses:** reimbursement of reasonable expenses, if any.