

# OREGON EMPLOYMENT RELATIONS BOARD

*ERB Arbitrator News*

*Fall Edition 2018*

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## VISIT ERB'S WEBSITE

<http://www.oregon.gov/ERB/>

- [Board Orders](#)
- [Interest arbitration awards](#)
- [Arbitrator resumes](#)
- [ERB Oregon statutes and rules](#)
- [Q&A: SPRL Appeals](#)

**NEW ERB WEBSITE!** ERB recently launched its redesigned website! Stakeholders will be able to find information more easily, including Arbitrator resumes and Board Orders (current and historical). Interest arbitration awards are available, searchable, by arbitrator name or parties. Eventually, ERB plans to offer the option to search grievance arbitration awards, with grievant names redacted. With this in mind, we are encouraging panel members to use the term “Grievant” or initials rather than the individual’s name in the body of the decision.

**Retired ERB Arbitrator Sandra Smith-Gangle to speak on a panel featuring women in labor relations at the upcoming Oregon LERA Conference!**

## 2018 Oregon LERA Conference

Shaping the Future of Work

November 15, 2018

World Trade Center, Portland Oregon

Conference 8:30 – 4:30 / Awards Reception 5:30 – 7:30

Register today at <http://www.oregonlera.com/events/?ee=35>

## Reflections on My Career as a Neutral by Sandra Smith-Gangle

“My labor relations career started in 1979, when ERB Chair Melvin Cleveland offered me an unpaid summer internship. I was a second-year law student who had taken every labor and employment course available at Willamette College of Law (from Professors Carlton Snow and Ross Runkel). My interest in labor and employment law was rooted in my experience with inequitable treatment as a French teacher before starting law school. Collective bargaining had not been available in my employment setting. My mentor, Carlton Snow, told me it would be difficult for a woman to get a job in this field, so recommended the ERB internship.

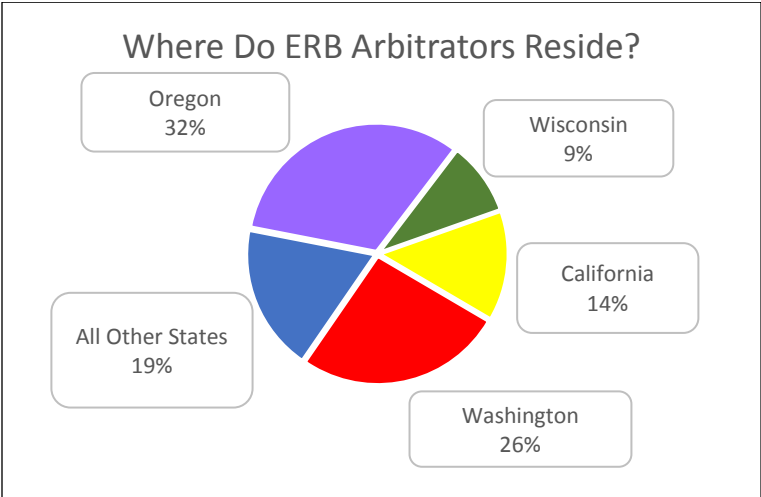
He noted that he, and other lawyers, had entered arbitration following a career in academia. I followed that advice and developed and taught courses on labor relations law, discrimination law, and arbitration for PSU, Western Oregon and Chemeketa Community College while I was a sole practitioner in Salem.

(continued from page 1) After joining the ERB Panel and arbitrating several cases, I qualified for the FMCS and AAA rosters. Subsequently, I was selected by the US Postal Service and its three employee unions as the first woman ever to serve on the expedited arbitration panel for Pacific Northwest cases. For other cases in the public and private sectors, I was often the first female arbitrator the parties had ever chosen.

I am pleased that women today do not have to weather the same storms of gender bias. The world of labor relations has changed dramatically, just as the world of work in general has matured over the 40 years since I started studying labor and employment law! I am pleased and honored that I was a part of that maturation process.”

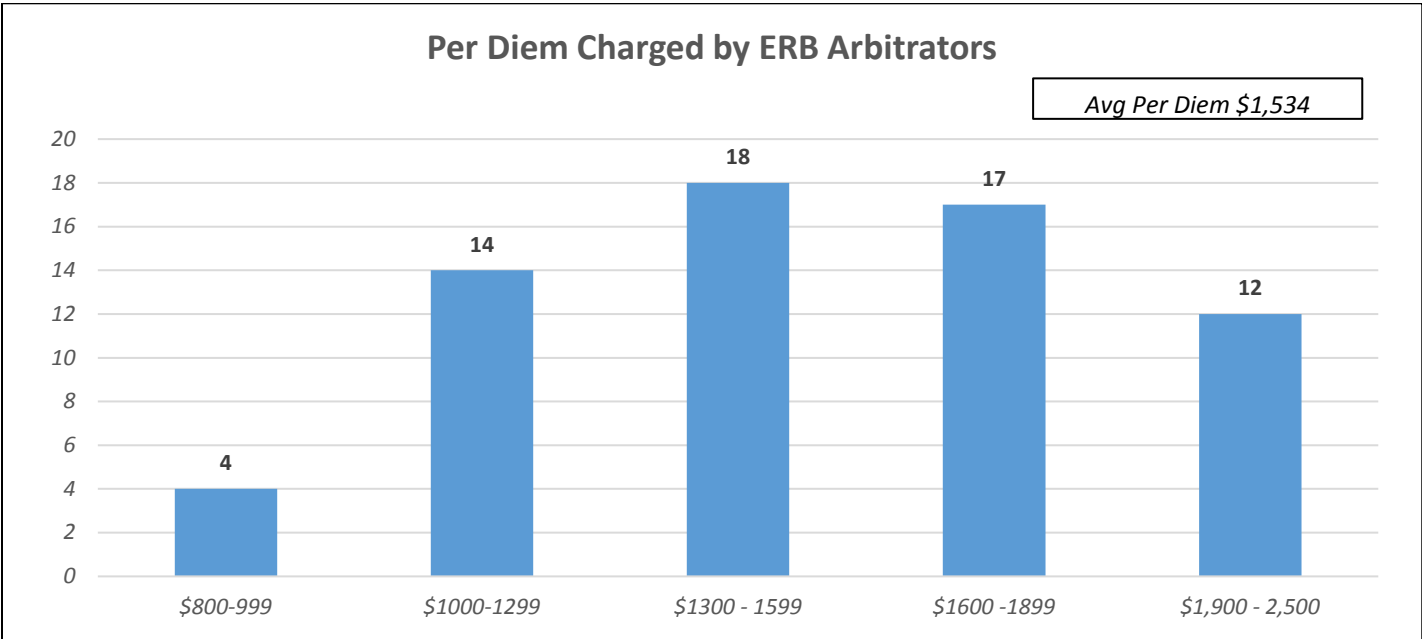
## ERB ARBITRATORS

There are currently 66 member on ERB’s arbitrator panel.  
The majority of them reside in Oregon, Washington, California, or Wisconsin, but also in 9\* other states.

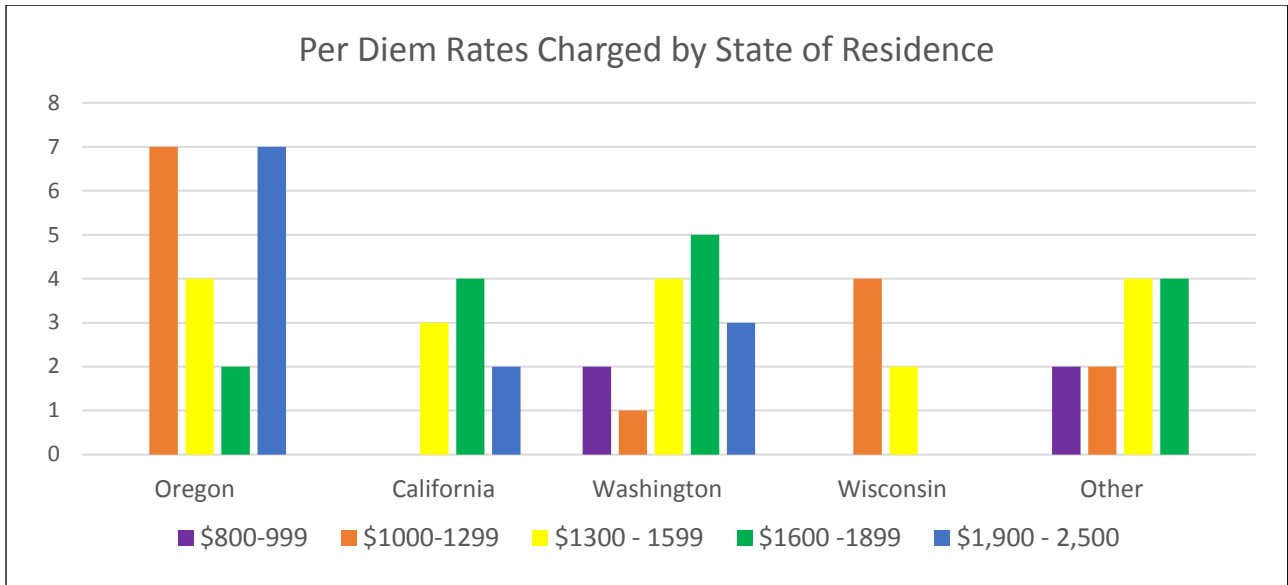


**WELCOME TO OUR NEWEST MEMBERS:**  
  
***Dorothy C. Foley***  
***Gary W. Kloepfer***

**JOIN US IN THANKING**  
***Amedeo Greco***  
**FOR HIS SERVICE AND BEST WISHES**  
**ON HIS RETIREMENT**



\* Arizona, Colorado, Hawaii, Illinois, Indiana, Maryland, Montana, North Carolina, and Ohio



### **Arbitrator Lists / Awards**

The average number of lists ERB has sent, and the number of awards that have been provided to ERB, over the last five years (2013 – 2018).

<b>Interest Arbitration</b>		<b>Grievance Arbitration</b>	
Lists Sent	Awards Received	Lists Sent	Awards Received
9	4	141	32

**NOTE:** “Awards Received” does not reflect the number of settlements or the number of awards issued in Oregon. It only reflects the number of lists sent by ERB and the number of decisions arbitrators provided to ERB.

### **Interest Arbitration Awards**

The following decision was submitted to ERB since the last ERB Newsletter.

<b>ERB CASE #</b>	<b>DATE ISSUED</b>	<b>PARTIES</b>	<b>ARBITRATOR</b>	<b>AWARD</b>
ME-21-17L	07/18/18	IAFF Local 1431 / City of Medford	Kathryn T. Whalen	Employer

**Reminder** OAR 115-040-0030(6)(a) and (b), and OAR 115-040-0035 require Arbitrators to notify ERB of their selection made based on an agency list and also provide us with a copy of their final written decision. Please send these to [Sarah.Hackett@oregon.gov](mailto:Sarah.Hackett@oregon.gov)