PAUL GORDON, ESQ.

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Present Occupation Attorney and Arbitrator

First Business Address:
426 Lone Pine Loop
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Phone: (608) 695-8030

Second Business Address:
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PROFESSIONAL AFFILIATIONS:
State Bar of Wisconsin - Labor and Employment Law Section former Neutral Board Member
North Carolina State Bar Association
National Association of Railroad Referees

EDUCATION:

JD	Law	Drake University Law School, 1979
BA	Political Science	University of Wisconsin-Madison, 1976

CERTIFICATIONS:
Law, Wisconsin 1981 Law, Iowa 1979 Law, North Carolina 2018

ARBITRATION/LABOR RELATIONS EXPERIENCE:

Labor Arbitrator currently for grievance and interest arbitrations in private and public sectors.

Commissioner for the Wisconsin Employment Relations Commission from May, 2003 through September 2010. As a Commissioner I participated in the decision of labor law complaints, declaratory judgments, unit clarifications and related matters, writing occasional dissents and concurrences. I also heard and decided as a hearing officer, and on review as a Commissioner, numerous personnel appeals (state civil service). In addition to the duties as a Commissioner, I heard and wrote over 75 labor grievance arbitration awards on a wide range of issues and across several industries and the public sector. At the request of parties I mediated the resolution of several grievance arbitration cases before hearing. I also mediated to settlement or impasse numerous interest arbitration cases. I was frequently jointly requested by parties to serve as a grievance arbitrator or chosen from a panel of grievance arbitrators.

INDUSTRIES:
Building Products , Education, Food, Foundry, Health Care, Hospitals/Nursing Home, Lumber Products, Metal Fabrication, Office Workers/Clerical, Police and Fire, Corrections, Transportation, Trucking and Storage, Utilities, Warehousing, Energy Research, Public Utilities, Television Content Production, Cement, Railroad.

ISSUES:
Arbitrability, Bargaining Unit Work, Discipline (non-discharge), Discipline (discharge), Holidays, Leave, Vacation, Grievance Mediation, Job Posting/Bidding, Layoffs/Bumping/Recall, Management Rights, Past Practice, Seniority, Subcontracting/Contracting Out, Union Security, Holiday Pay, Job Classification & Rates, Overtime Pay, Vacation Pay, Work Hours/Schedules/Work Orders, Violence or Threats, Bargaining Union Work/Union Membership. Interest Arbitration.

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ARBITRATION ROSTERS:
Federal Mediation and Conciliation Service
National Mediation Board
Washington PERB Dispute Resolution Panel
University of Wisconsin Panel
Oregon ERB Panel of Arbitrators

PUBLISHED CASES:
All of my individual Grievance awards issued while a Commissioner are published on the State of Wisconsin, Wisconsin Employment Relations Commission Website as well as the State Bar of Wisconsin Website and through the State of Wisconsin Ultra Seek search engine. The Wisconsin Labor Law and Personnel Appeals decisions in which I participated as a Commissioner are also available through these sources. Minnesota awards are available through the State of Minnesota BMS Website. Oregon Cases are available through the Oregon Employment Relations Board. Washington Law Enforcement Decisions are available on the PERB Website.

FEES:
PER DIEM FEE: $1,900.00

DOCKETING FEE: -0- **CANCELLATION FEE:** (See below)

Grievance Arbitration: $1,900.00 per 8-hour day. A hearing day is any portion of a day up to eight hours. Travel or hearing time in excess thereof prorated. One day minimum for hearing appearance. Study/writing time is prorated based on a $1,900.00 per day per diem.

Cancellation Policy: A per diem fee is charged if a scheduled hearing is postponed, changed or cancelled 21 days or less before the scheduled hearing.

Interest Arbitration, Fact-finding and Labor Mediation: $1,900.00 per 8-hour day as above.

Travel Time: Arbitrator charges per diem fee for any portion of a travel day up to eight hours. Fee is prorated for over eight hours.

Expenses: Actual reasonable costs of hotels, meals, airfare, car rental and travel is charged; mileage at IRS rate; postage and phone if extra-ordinary. Costs and expenses apply if settled in transit.

Travel Time and Expenses are based from Portland, OR

February, 2026