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Present Occupation Arbitrator, Mediator, Investigator, Educator

Mailing Address

19521 86th Ave W
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Additional Addresses

Phoenix, AZ 85032
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(602)859-5522

PROFESSIONAL STATEMENT

The arbitrator has over 50 years of Labor Relations experience as labor, management and neutral in both the public and private sectors. During that time, he was also appointed as Commissioner, Maricopa County's Judicial Merit System Review Commission 2004-2010, Member, City of Phoenix Fire and Police Pension Boards (1992-1993), and Member, City of Phoenix Civil Service Board 1990-1993 (Chairman 1992-1993) as well as recognition in "Who's Who Among America's Teachers." (2003-04) and in 1991 received the FMCS Director's Certificate of Recognition for Achievement in Promoting Positive Labor Management Relations. The arbitrator also served as Director, Labor Management Relations Program at Ottawa University, Phoenix, Arizona (1992-2001).

PROFESSIONAL AFFILIATIONS

Washington State Bar Association (ADR Section)
ABA (Dispute Resolution and Labor and Employment Law Sections)
International Brotherhood of Electrical Workers (Ret./Emeritus)
International Public Management Association (IPMA)
Labor and Employment Relations Association (LERA) including Northwest Chapter
National Coalition for Civil Discourse
Society of Human Resource Management (SHRM)(Ret.) including Snohomish County Chapter

EDUCATION

Master of Jurisprudence Labor and Employment Law Tulane University Law School 2020
Master of Science Social Science Long Island University 1977
Graduate Certificate Labor Studies Long Island University 1977
Bachelor of Arts English/Education St. John's University 1971

CERTIFICATIONS

Video Arbitration Capable
In Person Ready
Investigator Training Certificate - U.S. EEOC 2020
Workplace Investigator - Employee and Labor Relations Academy 2019
SHRM-SCP (Senior Certified Professional) - Society for Human Resource Management 2015
Senior Professional Human Resources (SPHR) - Human Resources Certification Institute (HRCI) 2012
Senior Certified Professional (IPMA-SCP) - International Public Management Association-Human Resources 2008

ARBITRATION/LABOR RELATIONS EXPERIENCE

Snohomish Public Utility District #1 - Manager, Labor Relations, 2010 - 2020

Traaen & Associates - Lead Consultant, Employee and Labor Relations, 2008 - 2010
City of Phoenix - Labor Relations Administrator, 2005 - 2008
Ottawa University, Phoenix - Director, Labor Management Relations Program, Faculty, Ombudsman, Disabled Student Liaison, 1992 - 2005
Washington Elementary School District - Executive Director Human Resources, 1991 - 1992
Maricopa Community College District - Adjunct Faculty Labor Relations, and Lead Negotiator, Grievance Officer, Board Member and President of Part-time Faculty Association, 1983 - 1989
Salt River Project - Senior Labor Relations Administrator, 1980 - 1991
EBASCO Services - Labor Relations Representative, 1979 - 1980
Continental Connector Corporation - Personnel Manager, 1978 - 1978
Various Electrical Contractors - Apprentice/Journeyman Electrician, IBEW LU #3, 1971 - 1978

INDUSTRIES

Advertising, Bakery, Building products, Cement, Communications, Construction, Dairy, Education, Food manufacture/processing/service, Foundry, Health care, Hospital/nursing home, Metal fabrication, Nuclear energy, Office workers/clerical, Organizations, Plumbing, Police & fire, Public sector grievance, Public sector interest, Refrigeration/HVAC, Retail stores, Transportation, Trucking & storage, Utilities, Warehousing

ISSUES

Absenteeism, Affirmative action, Age, Arbitrability, Bargaining unit work, Bonus fringe benefits, Conduct (off-duty/ personal), Cost-of-living pay, Demotion, Disability, Discipline (discharge), Discipline (non-discharge), Discrimination, Drug/alcohol offenses, Fact finding, Fringe benefits, Gender, Grievance mediation, Health/hospitalization, Hiring practices, Holiday pay, Holidays, Incentive pay, Insurance, Job classification & rates, Job performance, Job posting/bidding, Jurisdictional dispute, Layoffs/bumping/recall, Leave, Management rights, Merit pay, National origin, Official time, Overtime Pay, Past practices, Pension and welfare plans, Promotion, Race, Religion, Retirement, Safety/health conditions, Seniority, Severance pay, Sexual harassment, Strikes/lockouts/work stoppages/slowdowns, Subcontracting/contracting out, Tenure/reappointment, Union security, Vacation, Vacation pay, Violence or threats, Wages, Work Hours/Schedules/Assignments, Working conditions/work orders

PERMANENT PANELS

AAA Workplace Investigation Panel; Arizona Department of Education Hearing Officer Panel; Elgin AFB & AFGE Local No. 214 Arbitration Panel

ARBITRATION ROSTERS

FMCS Arbitration Roster; Oregon Employment Relations Board (OERB); Washington Public Employment Relations Commission (PERC); State of California Mediation and Conciliation Service (SCMCS) Public Employment Relations Panel.

PUBLISHED CASES

Morris Bean & Company and USWA, Local No. 6931, Labor Arbitration Awards, CCH 98-1 ARB 5107; Trinity Industries Inc. and UAAAIWA, Local 2007 Labor Arbitration Awards, CCH 98- 1 ARB 5097 and BNA 109 LA 86; City of Albuquerque, New Mexico, and AFSCME, Council #18, Local # 624, CCH 97-2 ARB 4936; Tucson Unified School District and TEA, BNA 106 LA 202.; Fry's Food and Drug of Arizona and UFCW, Local 99R; CCH, 95- I ARB 5192; BNA 101 LA 1179-83 and CCH 94-1 ARB 4197. BNA 101 LA 1051-53; and CCH 94-2 ARB 4377. Additional Publications; 2015 - The Ten Commandments for Arbitrators: Some Guidelines for Arbitrators, coauthored, AAA Handbook on Commercial Arbitration Carbonneau and Jaeggi ed. ISBN -13: 978-1-929446-47-6. Reprinted from 2010

edition and from 2000 Currents: The Newsletter of Dispute Resolution Law and Practice, Volume 5, No. 1, page 19.

RATES/POLICIES

Per Diem: \$1,500.00

The fee is \$1,500.00 for any portion of an eight-hour hearing day. For every day of hearing a study day at the hearing day rate is charged for research and writing of the award.

Cancellation: Cancellations less than 30 calendar days from the scheduled hearing date will be charged one day at the per diem rate for each day scheduled plus any actual un-refundable expenses. However, within one calendar year from the original hearing date should the parties use the arbitrator for another case the arbitrator, upon finalizing the arbitration decision/award of that second case will credit the original cancellation fee to the parties billing for the second case.

Cases rescheduled less than 30 days from the scheduled hearing date will be billed as a cancellation and the cancellation fee will either be credited to the rescheduled hearing for that case or a second case as noted above.

Expenses: Arbitrator charges actual cost of reasonable expenses including airfare (see Cancellation Policy), car rental, food, and lodging, copying, phone, mailing, and clerical assistance. Automobile mileage is charged at the applicable IRS expense rate. Should the arbitrator elect to drive parties will only be charged for the less costly form of transportation between driving and flying.

Travel Time: \$1,500.00

For time spent traveling to and from hearing if travel is less than 8 hours each way the travel rate will be prorated per travel hour based on the per diem. If the arbitrator elects to drive, only the first day of outbound/inbound travel are billed as the two respective travel days.

Interest on Past-due Payments: Payment is expected in full within 45 calendar days from date of the arbitration decision/award being forwarded to the parties. If not received within that time the arbitrator charges interest on the unpaid amount at the rate of 10% (ten percent) per month each month the balance remains outstanding.