

**Email:** bajork@att.net

**Present Occupation:** Labor Arbitrator and Mediator

**First Business Address:**  
10809 Range View Drive  
Austin, Texas 78730

**Second Business Address:**  
5011 Balfour Lane  
Woodland Hills, CA 91364

Telephone: (512) 795-8390

Fax: (512) 345-7156

Travel costs will be charged from the business address nearest to the hearing location.

**PROFESSIONAL AFFILIATIONS:**

Society of Professionals in Dispute Resolution  
American Arbitration Association  
Austin Chapter of the American Bar Association, ADR Section

**EDUCATION:**

|                                |   |
|--------------------------------|---|
| Post-grad/work study with NLRB | University of Wisconsin, Institute for Industrial Relations |
| BS Business Administration     | St. Mary's University of Minnesota                          |

**CERTIFICATIONS:**

Mediator, State of Oklahoma  
Mediator, State of Texas

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

**1996 to Present:** Mediator-Arbitrator- arbitrate labor cases following selection from FMCS, AAA and NMB arbitration rosters. Mediate labor and statutory employment disputes. **1994 to 1995:** Mediator – civil, labor, divorce/child custody cases. **1981 to 1994:** Director of Labor Relations, Conoco Inc. – responsible for collective bargaining, management advocate in grievance mediation, arbitration and agency cases for all domestic operations and their unions; trained HR field staff, grievance handling and arbitration. **1989 to 1992:** Adjunct Instructor – Labor Relations and Arbitration, University of Houston. **1975 to 1981:** Labor Relations Consultant to Management – collective bargaining and arbitration

**INDUSTRIES:**

Chemicals; Communications; Concrete Products; Construction ; Education ; Food (manu/process/service) ; Grain Mill ; Hotels/Motels/Casinos/Resorts; Maritime; Meat Packing ; Musicians; Metal Fabrication; Mining; Petroleum/Petrochemicals; Police and Fire; Printing and Publishing; Railroads; Refrigeration/HVAC; Retail Stores; Steel; Transportation; Trucking and Storage; Utilities; Warehousing

**ISSUES:**

Affirmative Action; Absenteeism; Arbitrability; Bargaining Unit Work; Discipline (Non-Discharge); Discipline (Discharge); Discrimination; Age; Disability, Race, Sex, Religion, National Origin; Drugs/Alcohol; Fringe Benefits; Bonus, Holidays, Insurance, Leave, Vacation; Grievance Mediation; Health/Hospitalization; Job Performance; Job Posting/Bidding; Jurisdictional Disputes; Layoffs/Bumping/Recall; Management Rights; Official Time; Past Practices; Pension and Welfare Plans; Posting Notice, statutory violations; Promotion; Retirement; Safety/Health Conditions; Seniority; Sexual Harassment; Subcontracting/Contracting Out; Union Security; Wages: Cost of Living, Holiday Pay, Incentive Pay, Job Classifications and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay; Work Hrs/Scheds/Assgnmt; Working Conditions; Work Orders; Violence or Threats

**PERMANENT PRIVATE AND PUBLIC SECTOR PANELS:**

BCOA/UMWA, District 17  
Department of Justice, Bureau of Homeland Security, ICE/AFGE  
Department of Justice, Bureau of Prisons/AFGE  
Department of Justice, Bureau of Homeland Security, ICE/NTEU  
Department of Treasury, Bureau of Engraving/AFGE  
Department of Treasury, Internal Revenue Service/NTEU  
Department of Treasury, Social Security Administration/AFGE  
Deputy Sheriffs’ Association, Bernalillo County, New Mexico  
General Services Administration/AFGE  
USPS/NALC Regular Contract and Discipline, Southern and Western Regions

**ARBITRATION ROSTERS:**

American Arbitration Association (AAA) – Labor Panel  
Federal Mediation and Conciliation Service (FMCS)  
National Mediation Board (NMB)

**PUBLISHED CASES:**

AAA: all CLEET (police cases), State of Texas, except Houston

**SIGNIFICANT PUBLICATIONS AND OFFICES HELD:**

- The Advocate (NALC) – Joint Statement on Violence and Behavior in the Workplace, January, 2001
- Chairman, Industrial Relations Committee, National Petroleum Refiners Association, Washington D.C., 1989-91

**PER DIEM FEE:**

\$1,000

**DOCKETING FEE:**

None

**CANCELLATION FEE**

½ day fee, 14 work days;  
1 full day fee, 5 work days

**Special Note:** Postponement or cancellation notices must be faxed to (512) 345-7156. Please do not telephone, mail or e-mail notices.