

FRED D. BUTLER

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Present Occupation: Arbitrator/Mediator

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First Business Address

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PROFESSIONAL AFFILIATIONS

National Academy of Arbitrators

Industrial Research Relations Association

American Arbitration Association

Los Angeles Bar Association

American Bar Association

San Francisco Bar Assn

The Mediation Society

EDUCATION/TRAINING

JD Law, University Of California, Hastings College of Law

MPA Public Administration, New York University, New York, NY

BA Public Policy, Rutgers University, New Brunswick, NJ

ARBITRATION National Judicial College, Reno, Nevada

International Chamber of Commerce

National Academy of Arbitrators/FMCS

American Arbitration Association

Union Pacific Railroad/United Transportation Union

CERTIFICATIONS

Law: State of California

U.S. District Court, Northern California

Ninth Circuit Court of Appeals, California

ARBITRATION/LABOR RELATIONS EXPERIENCE

American Arbitration Association, Employment Arbitration & Mediation Panel, San Francisco, CA; U.S. Postal Service/American Postal Workers Union Arbitration Panel; State Mediation & Conciliation Service, California; Solano County California Superior Court Arbitration Panel; Alameda County Bar Association Arbitration & Mediation Panel; San Mateo County Bar Association Arbitration & Mediation Panel; Kaiser-Permanente Arbitration Panel, Los Angeles, CA; NASDR Arbitration & Mediation Panel, San Francisco, CA; Diverse ADR, Arbitration & Mediation Panel; U.S. Department of Justice & Keybridge Foundation, Arlington, VA; U.S. Equal Employment Opportunity Commission (EEOC) Mediation Panel; Center for Employment Dispute Resolution, Chicago, Illinois; U.S. Forest Service Agency, Washington DC; U.S. Farm Service Agency, Washington D.C.; University of California at San Francisco.

INDUSTRIES:

Airlines; Agricultural; Banking; Construction; Education; Federal Sector; Health Care; Hotels/Motels, Casinos/Resorts; Hospitals/Nursing Homes; Local Govt; Office Workers/Clerical; Organizations; Police and Fire; Prison Guard; Private Sector Grv; Public Sector Grv; Real Estate; Restaurants; Retail Stores; Sports; Trucking & Storage; Utilities.

ISSUES:

Affirmative Action; Absenteeism; Arbitrability; Bargaining Unit Work; Civil Rights; Conduct (off-duty/Personal); Commissions; Contest; Discipline(non-discharge); Discipline (discharge); Discrimination- age, disability, race, sex, religion national origin; Drug/Alcohol Offenses; Fair Labor Standards (FLSA), Family Medical Leave(FMLA); Fringe Benefits-bonus, holidays, leave, vacation; Health /Hospitalization; Hiring Practices; Insubordination; Job Evaluations; Job Posting/Bidding; Jurisdictional Dispute;

Layoffs/Bumping Recall; Management Rights; Past Practices; Performance Appraisals; Promotion; Retirement; Safety/Health conditions; Seniority; Sexual Harassment; Sick Leave; Wages-(cost of living pay, holiday pay; incentive pay, job classification & rates, merit pay, overtime pay, severance pay, vacation pay); Work Hrs/Schedule/Assignment; Work Performance; Working Conditions/Work Orders; Violence or Threats;

PERMANENT PANELS

U.S. Postal Service/American .Postal .Workers .Union

San Francisco Civil Service Commission

United Mine Workers of America & Bituminous Coal Operators Association

Bay Area Rapid Transit (BART) & ATU Local 1555

ATU Local 192 & MV Transportation

American Federation of State, County & Municipal Employees (AFSCME) & Oakland Unified School District

Railroad Public Law Board 7043

City and County of San Francisco Office of Labor Standards Enforcement

American Federation of Government Employees (AFGE) & Social Security Administration

TCI Brotherhood Railway Carmen Division & National Carriers Conference

ARBITRATION ROSTERS

American Arbitration Association

National Assn of Railroad Referees

Federal Mediation & Conciliation Services

California State Mediation & Conciliation Services

National Mediation Board

San Francisco Superior Court

San Mateo County Superior Court

Solano County Superior Court

Alameda County Superior Court

Grievance Arbitration: The fee is \$1850 per day for hearing and for research and preparation of the decision and award.

Interest Arbitration, Fact-Finding And Labor Mediation: \$1850 per day .

Travel Time: There is no charge for travel time on the day of the hearing. An amount equal to one half of the daily rate is charged for travel time to the hearing when travel is required the day before.

Expenses: Actual cost of reasonable expenses, including airfare, car rental, food, and lodging. Automobile mileage is charged at the applicable IRS expense rate. Actual expenses for copying and toll phone charges.

Cancellation Policy/Fees: If the scheduled hearing is cancelled with less than 30 days notice, the parties will be charged for one day of hearing.