

SUZANNE R. BUTLER, PH.D., J.D.

Arbitrator – Mediator – Factfinder

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PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators (Admitted in 1988), Association for Conflict Resolution, Society of Federal Labor and Employment Professionals (National Board Member – Neutral 1998-2000, 2012 -), American Arbitration Association (Member since 1980, Labor Panelist), Federal Mediation and Conciliation Service (Labor Panelist). Related Civic Activities: Chevy Chase Fire Board – Hamlet Neighborhood Association Representative, 2003-2006.

EDUCATION:

J.D. Law	Northeastern University School of Law	1991
Ph.D. American History	University of Chicago	1978
M.A. American History	University of Chicago	1968
B.A. Anthropology	Stanford University	1964

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1979 – Present: Full-time Arbitrator, Mediator, Factfinder.
1978-79: Field Examiner/Hearing Officer, National Labor Relations Board, Boston, MA;
1971-78: Investigator/Conciliator, Equal Employment Opportunity Commission, Boston, MA;
1964-1966: High School English/History Teacher, Peace Corps Volunteer, Hyderabad, India.

INDUSTRIES:

Aerospace, airlines, agriculture, automotive, bakery, building products, broadcasting, chemicals, clothing, communications, construction, dairy, education, electrical equipment, electronics, entertainment, Federal/State/Municipal Sector grievance, food, health care, hotels, hospitals/nursing home, lumber, machinery, metal fabrication, nuclear energy, office workers/clerical, organizations, packaging, paint and varnish, petroleum/petrochemicals, pharmaceuticals, plastics, police and fire, printing and publishing, prison guard, pulp and paper, restaurants, retail stores, rubber/tire, steel, textile, tobacco, transportation, trucking and storage, utilities, warehousing.

ISSUES:

Affirmative action, absenteeism, arbitrability, bargaining unit work, conduct, demotion, discipline (non-discharge), discipline (discharge), discrimination (age, disability, race, sex, religion, national origin), drug/alcohol offenses, fringe benefits (bonus, holidays, insurance, leave, vacation), grievance mediation, health/hospitalization, hiring practices, job performance, job posting/bidding, jurisdictional dispute, layoffs/bumping/recall, management rights, official time, past practices, pension & welfare plans, promotion, retirement, safety/health conditions, seniority, sexual harassment, strikes, lockouts, work stoppages, slowdowns, subcontracting/contracting out, tenure/reappointment, wages (cost of living pay, holiday pay, job classification & rates, overtime

pay, vacation pay), work hours/schedules, assignments, working conditions/work orders, violence or threats.

S.R. Butler, Arbitrator – cont.**PERMANENT PANELS AND ROSTERS:**

U.S. Senate Office of Fair Employment Practices, Foreign Service Grievance Board, AT&T Mobility/CWA, International Broadcasting Board/AFGE Local 1812, Federal Aviation Administration/PASS, Dept. of Labor/AFGE Local 12, Dept. of Energy/NTEU, Dept. of Agriculture/FSIS/National Joint Council of Food Inspectors Locals/AFGE, Patent & Trademark Office/POPA, Health and Human Services/NTEU, National Science Foundation/AFGE Local 3403, Naval Surface Warfare Center/AFGE, Customs and Border Protection/NBPC, Pepco/IBEW, Verizon/CWA, MASS/MNA, Carr-Lowrey Glass/GMP, Social Security Admin./AFGE, Federal Mediation and Conciliation Service, American Arbitration Association, National Mediation Board, Commonwealth of Massachusetts/Various Unions, New Jersey Public Employment Relations Commission, New Hampshire Public Employee Labor Relations Board, U.S. Virgin Island Public Employee Labor Relations Board

PUBLISHED AWARDS:

102 FLRR 2-1025; 101 FLRR 2-1189; 101 FLRR 2-1133; 101 FLRR 2-1121; 100 FLRR 2-1116; 98 FLRR 2-1041; 94 FLRR 2-1257; 92 FLRR 2-1728; 85 FLRR 2-1632; 85 FLRR 2-1174; 94-2 ARB 4428, 94-2 ARB 4448, 81 LA 608, 84 LA 830, 89 LA 688

FEE SCHEDULE:

PER DIEM FEE: Grievance Arbitration Only: \$1,400.00

(Fees for services involving other forms of dispute resolution available upon request.)

Travel Time: Where travel from the nearest business office to the hearing site requires two (2) or more hours, per diem charges may be assessed on a pro rata basis for actual time spent traveling.

Expenses: Actual expenses charged from nearest business address. Airfare at lowest available coach fully-refundable rate. Rental car, lodging, meals as required. Mileage charged at then-current IRS rate.

Cancellation/postponement Policy: One day's per diem fee may be charged where scheduled hearings are canceled or postponed with less than three (3) weeks of advance notice. All requested scheduling changes should be telephoned as soon as possible to the Arbitrator at 301-718-8306.

Dated: January 26, 2012