

Email: mec@cavanaugh-adr.com

Present Occupation: Arbitrator and Mediator

First Business Address:

1004 Commercial Avenue, #369
Anacortes, WA 98221
Phone: (206) 200-1935
Fax: (360) 588-9906

Home Address:

4909 MacBeth Dr.
Anacortes, WA 98221
Phone: (360) 588-9012
Fax: (360) 588-9906

PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators
American Bar Association
Association for Conflict Resolution
Labor & Employment Relations Association (LERA)
Washington State Bar Association

EDUCATION:

JD	Law	University of Washington	1976
AB	English Literature	University of California (Berkeley)	1973

CERTIFICATIONS

Certificate in Mediation Skills	University of Washington Law School Foundation	1995
Certified Volunteer Arbitrator	Better Business Bureau	1999

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1997 – Present: Arbitrator and Mediator. Arbitrate and mediate labor and employment cases as sole practitioner. **1977-97:** attorney in private practice in Seattle, Washington representing clients in labor, employment, and civil rights matters, including representation in arbitration, mediation, litigation, and counseling. **1976-77:** Court Law Clerk, United States Court of Appeals for the Ninth Circuit, San Francisco, California. **1988 – Present:** Trained mediator of employment disputes.

INDUSTRIES:

Aerospace, airlines, agriculture, aluminum, chemicals, construction, education, electrical equipment, feed & fertilizer, food (manufacturing/processing/service), health care, hospital, lumber, machinery, maritime, meatpacking, metal fabrication, energy, office workers, police and fire, printing & publishing, public sector, pulp & paper, retail stores, scientific instruments & controls, services, state and local government, transportation (public & private), trucking & storage, utilities, warehousing.

ISSUES:

Absenteeism, arbitrability, bargaining unit work, off-duty conduct, discipline (non-discharge and discharge), union discrimination, race discrimination, gender discrimination, national origin discrimination, age discrimination, religious discrimination, sexual harassment, drug/alcohol, drug testing, grievance mediation, layoffs/bumping/recall, management rights, past practices, seniority, subcontracting/contracting out.

PERMANENT PANELS:

King County (Washington) Metro Transit and Amalgamated Transit (1998-2005)
Union, Div. 587 (1998-2005)
Airborne Express and Teamsters, Local 174
Tri-Met (Portland, OR) and Amalgamated Transit Union, Div. 757 (Expedited Arb. Panel)
Social Security Administration and AFGE
Boise Cascade and Western Congress of Industrial Workers
University of Washington and SEIU (Classified Staff)
Macy's Furniture Galleries (Seattle) and UFCW
Goldendale Aluminum Company (Washington) and Steelworkers

ARBITRATION ROSTERS:

FMCS
National Mediation Board
State of Washington PERC
State of Oregon ERB

PUBLISHED CASES:

112 LA 33 (1999), 112 LA 602 (1998), 120 LA 175 (2004), 2001 NAC 105, 2001 NAC 106, 2001 NAC 107, 2001 NAC 115, 2001 NAC 116

FEES:

PER DIEM FEE: \$900.00 (eff. 10/1/06—9/30/07)
CANCELLATION FEE: (See Below)

DOCKETING FEE: None

Grievance and Interest Arbitration: The fee is \$900 per day of hearing, travel, research, and preparation of written award. Hearings are billed at a minimum of one full day. Travel, research, and preparation of the award are pro-rated.

Cancellation Policy: Once confirmed on my schedule, cancellation fees are billed at ½ day per scheduled day of hearing if cancelled more than fourteen days prior to hearing, and one full day per scheduled day of hearing if cancelled seven days or fewer prior to the hearing. I generally do not charge a cancellation fee for the first brief postponement of a scheduled matter.

Mediation: The fee for mediation is \$220.00 per hour, equally split between the parties, for each hour of mediation, including preparation time.

Expenses: Parties are billed for the actual cost of reasonable expenses including airfare, lodging, meals, parking, and ground transportation. Auto mileage is charged at \$.50 per mile.