

Email: MchBoater@aol.com

Present Occupation: Labor Arbitrator/Attorney

Business Address:

428 N. Gulley Road
Dearborn, Michigan 48128
Phone: (313) 277-1967 (313) 277-0967

PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators	American Arbitration Association
Industrial Research Relations Association	Michigan Bar Association
American Bar Association	

EDUCATION:

B.S. with Honors – Management, Detroit College of Business 1969
J.D. with Honors, Detroit College of Law 1973

CERTIFICATION:

Law Michigan 1973

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1975 to present: Arbitrator and Fact Finder in both private and public sector. I have heard and decided almost 2000 grievance and interest arbitration disputes and have issued numerous fact finding recommendations in public sector disputes. Member of several advisory panels in relation to both private and public sector labor disputes. 1972-1973 Attorney Kelman, Loria, et al.; 1973-1974 Partner Chiesa & Capriccioso.

INDUSTRIES:

Aerospace, airlines, agriculture, aluminum, automotive, bakery, banking, beverage, brass and copper, building products, brewery, broadcasting, canning, cement, chemicals, communications, construction, dairy, education, electrical equipment, electronics, entertainment/arts, feed & fertilizer, food (manufacturing/processing), foundry, furniture, glass/pottery, grain mill, health care, hotels/motels/casinos/resorts, hospital/nursing home, iron, lumber, machinery, manufacturing, maritime, meat packing, metal fabrication, mining, musical instruments, nuclear energy, office workers/clerical, organizations, packaging, paint and varnish, petroleum/petrochemicals, pharmaceuticals, plastics, plumbing, police and fire, printing and publishing, prison guard, pulp and paper, railroads, refrigeration/HVAC, restaurants, retail stores, rubber/tire, scientific instruments, sports, steel, stone/quarry, transportation, trucking and storage, utilities, warehousing.

ISSUES:

Affirmative action, absenteeism, arbitrability, bargaining unit work, conduct (off-duty)/personal), demotion, discipline (non-discharge), discipline (discharge), age discrimination, disability discrimination, race discrimination, sex discrimination, drug/alcohol offenses discrimination, fringe benefits, including bonus, holidays, insurance, leave, vacation, grievance mediation, health/hospitalization, hiring practices, job performance, job posting/bidding, jurisdictional dispute, layoff/bumping/recall, management rights, official time, past practices, pension and welfare plans, pension claim (fed. Statute), promotion, retirement, safety/health conditions, seniority, sexual harassment, strikes, lockouts, work stoppages, slowdowns, subcontracting/contracting out, tenure/reappointment, union security, wages, including cost-of-living pay,

holiday pay, incentive pay, job classification & rates, merit pay, overtime pay, severance pay, vacation pay, work hours/schedules/assignments, working conditions/work orders, violence or threats.

PERMANENT PANELS:

Spartan Stores & IBEW Local 406, Rowe Int. & IUE 981, WMU & Prof. Assn., Bradford White & UAW, Michigan State Police and Troopers Assn., Greektown Casino & UAW, Macomb County Road Comm.& AFSCME, Oakland County & Sheriff's Deputies Association, Detroit Medical Center & SEIU 79, Detroit Medical Center & AFSCME, U of M & Skilled Trades, numerous other private and public sector panels.

ARBITRATION ROSTERS:

American Arbitration Association
National Mediation Board
Wisconsin Employment Relations Comm.

Federal Mediation & Conciliation Service
Michigan Employment Relations Commission

PUBLISHED CASES:

Numerous in various publications.

SIGNIFICANT PUBLICATIONS:

Numerous course outlines and papers for various organizations, such as FMCS, ICLE, AAA, MERC, & MPLRA

FEES:

Current Per Diem: \$875.00 for hearing and for research and preparation.

Cancellation Policy: One per diem charge if hearing is cancelled or postponed less than 14 days before the date scheduled.

Expenses: Actual costs for car rental, airfare, food and lodging. Automobile mileage charged at IRS rate.