

STANLEY T. DOBRY
ARBITRATOR, MEDIATOR & FACT FINDER

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Occupation Arbitrator, Mediator, and Fact Finder. Labor Arbitrator since 1978.

Issues Ability, Absences/Leave, Alcohol/Alcoholism/Drug Abuse, Americans With Disabilities Act, Apprentices/Trainees, Arbitrability (Procedural and Substantive), Applications, Automation, Bargaining Units; Bargaining Unit Work, Bidding, Bonuses, Call-In/Call Back, Classification, Coaching, Compensation, Compensatory Time, Contract Interpretation, Cost of Living, Crew Size, Crimes and Misdemeanors, Demotions, Disability, Discharge and Discipline, Discrimination, Dishonesty/Theft, Employment, Employment-at-Will, Environment, Environmental Issues, Expedited, External Law, Fact Finder, Family and Medical Leave Act, Fights/Altercations, Finality, Fraud, Fringe Benefits, Funeral Leave/Pay, Grievance/Arbitration, Grievance Procedure, Health/Welfare, Hiring, Holidays/Holiday Pay, Incentive Pay, Incompetence/Inefficiency, Insubordination, Insurance, Interest Arbitrations, Internet Usage, Job Assignments, Jurisdiction, Last Chance, Layoffs/Bumping/Recall/RIF, Leaves, Management Rights, Mediation, Medical Examinations, Mergers/Acquisitions, Negligence/Carelessness, Non-Disciplinary Discharge, Notices, Off Duty Conduct, O.S.H.A., Overtime, Past Practice, Pay Rates (i.e. COLA, Red circle Rate), Pensions, Performance Appraisal, Personal Conduct, Personnel Files, Polygraphs, Posting/Bidding, Premium Pay, Probationary Employees, Production Standards, Promotion Standards, Recall, Remedies, Representation/REPT, Reporting Pay, Resignation, Retirement, Safety, Scheduling, Seniority, Severance Pay, Shift Assignment, Shutdown, Sick Time/Pay, Strike Misconduct, Subcontracting/Contracting Out, Successorship, Theft, Training, Transfers, Union Business, Union Representatives, Union Rights, Union Security, Vacancies, Vacations, Whistle Blower, Working Conditions, Work Assignment/Job Duties, Work Performance/Appraisal, Work Rules, Work Schedules, Work Stoppages, Working Conditions

Industries Agriculture, Airlines, Aluminum, Atomic/Nuclear Energy, Automobile, Automotive Parts, Bakery, Banking/Financial Services, Beverage, Brass/Copper, Canning, Cement, Ceramic/Glass, Chemicals, Clothing, Communications, Construction and Building, Container/Packaging, Dairy, Defense, Education, Electrical Equipment, Electronics, Entertainment/Arts, Federal Government, Feed/Fertilizer, Food Processing, Food Service, Foundry, Furniture, Gas/Electric Power, Grain, Health Care, Heating/Ventilation/Air Conditioning, Hospitals, Hotel, Instruments, Insurance, Iron, Janitorial, Laundry, Leather, Lumber, Local Government, Machine Tool/Hardware, Machinery, Manufacturing, Meat Packing, Metals/Metal Fabrication, Mining, Mobile Home, Office/Clerical, Organizations/Clubs (unions, clubs as employers), Packaging, Paint/Varnish, Paper/Pulp, Petroleum, Pharmaceutical, Plastics, Police & Fire, Printing, Public Sector, Petroleum(Oil/Gas), Pharmaceutical, Plastics, Publishing, Radio/TV, Refrigeration/Air Conditioning, Retail Stores, Restaurant, Rubber, Sanitation, Scientific Controls, State Government, Service Industries, Steel, Telephone, Textile, Transportation, Trucking/Storage/Warehouse, Unions (as employers), Utilities (Gas, Water, Electric), Warehousing, Waste Disposal, Water and Sewerage

Permanent Arbitrator City of Grand Rapids, Michigan and IAFF; City of Detroit and AFSCME Council 25; Executone of Northwest Ohio and IBEW, Local 1076; Michigan Department of Social Services and MSEA; Budget Rent-A-Car Systems of Detroit and Teamsters, Local Union 283; Harper Grace Hospital and SEIU, Local 79; Hayes-Albion Corporation and UAW Local 474; HealthSource Saginaw and AFSCME, Michigan Council 25; Jackson County Schools and Jackson County Education Association MEA/NEA; South Lyon Public Schools and South Lyon Education Association MEA/NEA; Detroit Edison Mediation and Arbitration Dispute Resolution Program; Meridian Industries (Cambridge Automotive Division) and United Automobile Workers Local #9699; Social Security Administration and AFSCME; United States Postal Service and American Postal Workers' Union; Westinghouse Electric Inc. (The Knoll Group) and United Brotherhood of Carpenters and Joiners of America, Local #1615; Veteran's Administration and AFGE (Cleveland, OH)

Education University of Michigan (AB, History 1970)

Detroit College of Law (JD Cum Laude, 1974) -- Moot Court Chancellor, Honor Pin Recipient Arthur F. Lederle

Scholar, Legal Research Teaching Assistant; Research Assistant to Professor Bradford Stone

Professional Licenses Secondary Education, Michigan, 1970. Attorney, admitted to legal practice in State of Michigan, 1974; U.S. District Court (E.D. of Michigan); U.S. District Court (W.D. of Michigan); Supreme Court United States; United States 6th Circuit Court of Appeals.

Work History Attorney, Self-employed, 1981-2001; Adjunct Professor, Central Michigan University, 1989-98; Assistant Village Attorney, Oxford, Michigan, 1988-91; Staff Attorney, Michigan Judicial Tenure Commission, 1976-81; Assistant Supervising Attorney/Attorney/Attorney Intern, Wayne County Legal Services, Family Law Center, 1973-76; Clerk to Arbitrator George T. Roumell, Riley & Roumell, 1972-73; Ann Arbor School District, Substitute Teacher, Ann Arbor, Michigan; Van Dyke School District, Substitute Teacher, Warren, Michigan; Warren Consolidated School District, Substitute Teacher, Warren, Michigan; GM Truck & Coach, Pontiac, Michigan, Assembler; TRW, Sterling Heights, Michigan, Assembler; Hugh Loyer, Inc., Pontiac, Michigan, Construction, Lumberjack; Kroger Warehouse, Warehouseman, Hi-Low Driver, Livonia, Michigan; Interstate Motor Freight, Detroit, Michigan, Checker; Macomb County Road Commission, Concrete Construction Crew, Shelby Township, Michigan; ARA Services, Busboy, Sterling Heights and Detroit, Michigan; Camp Counselor, Boy Scouts of America, Charles Howell Scout Reservation.

Appointing Agencies American Arbitration Association Labor and Employment Labor Panels; Federal Mediation and Conciliation Service Labor Panel; National Mediation Board Labor Panel, Iowa Public Employee Relations Board; Michigan Employment Relations Commission; National Center for Dispute Settlements; Ohio State Employment Relations Board; Iowa Public Employee Relations Board; Wisconsin Employment Relations Commission

Professional Associations National Academy of Arbitrators [Legal Affairs Committee 1986-88, Public Employees Disputes Settlement Committee, 1988-90; Continuing Education Committee, 1994-1995; Committee on Regional Activities, 1996-1999; Chairman, Michigan (10th) Region, 1998-1999; National Coordinator of Regional Activities, 1999-2001]; Association of Conflict Resolution Societies; Society of Professionals in Dispute Resolution (Michigan Director of Programs, 1982-84); National Association of Railroad Referees; American Arbitration Association; Industrial Relations Research Association (Detroit Chapter Membership Committee Chairman 1983-86; Program Committee, 1987-88; Program Chair, 1994-96, 1998-1999; Membership Chair, 1996-97; Program Chair, 1998-present; Second Vice President, 1997-1998; First Vice President, 1998-1999; President Elect, 1999-2000; President, 2000-2001) (also Cincinnati, Western Michigan, Mid-Michigan, and S.W. Michigan Chapters); State Bar of Michigan Labor Law Section; Fellow of Michigan State Bar Association Foundation; American Bar Association Labor Law Section (Subsection on Labor Arbitration and Contract Administration); Detroit Bar Association Labor Law Committee (1982-84); Macomb County Bar Association; State Bar Representative Assembly (1979-82); Michigan State Bar Association [Paternity Law Committee, Family Law Section (1982-83); Membership Committee, Family Law Section (1981-82)]; Ukrainian-American Bar Association [President, (1985-87); Vice President (1984-85)]; Wayne County Circuit Court Advisory Board on Friend of the Court Reform (1986-1990); Southeast Michigan Labor-Management Committee.

Publications and Speaking Engagements Writing the Perfect Opinion and Brief in Arbitration," National Academy of Arbitrators, Southeast Region, Atlanta, Georgia, February, 2003; "Difficult Discharge and Discipline Cases: An Arbitrator's Perspective," Industrial Relations Research Association, Detroit Chapter, Redford, Michigan, January, 2003; "Writing the Perfect Opinion," Federal Mediation and Conciliation Service, Toledo, Ohio, September, 2002; "The Troubled Employee," Labor Arbitration Institute, Dearborn, Michigan, September, 2000; "Arbitration of Statutory Claims, and My Overview of Mediation, Fact Finding and Interest Arbitration," Police Officers Labor Council, Traverse, City, Michigan, September, 1999; "Mediation of EEOC Claims," United States Department of Justice Training for Assistant U.S. District Attorneys, Detroit, Michigan, December, 1998; "Grievance Arbitration of Statutory Disputes," Federal Mediation and Conciliation Service, Toledo, Ohio, November, 1998; "Current Developments: The E.E.O.C.'S New Guidelines on Mental Illness, the Americans With Disabilities Act, the Michigan Handicappers Civil Rights Act," Michigan Education Association, Lansing, Michigan, May, 1998; "The E.E.O.C.'S New Guidelines on Mental Illness and the A.D.A.," Industrial Relations Research Association, Milwaukee, Wisconsin,

March, 1998; "Arbitration of a Wrongful Discharge Case: The Arbitrators Speak," Institute of Continuing Legal Education, Troy, Michigan April, 1997; "Arbitration of Drug and Alcohol Cases: Problems and Perspectives," Michigan Education Association, Lansing, Michigan, November, 1996; "Act 312 Interest Arbitration from an Arbitrator's Perspective," October, 1996; "Institutional Issues in Labor Arbitration," Central Michigan University, Dearborn, Michigan, July, 1996; "Legal Aspects of Workplace Violence," University of Michigan Institute of Continuing Legal Education, Troy, Michigan, April, 1996; "Arbitrator's View on Workplace Violence in Michigan," Michigan State University and Grand Rapids Community Action Council, October, 1995; "An Analysis of Med-Arb and Interest Arbitration," Wayne State University, March, 1996; "Evolution of Opinion Writing," National Academy of Arbitrators Educational Conference, San Antonio, Texas, November, 1995; "Current Issues in Arbitration," Michigan State University and Grand Rapids Community Action Council, October, 1995; "Survey of Arbitrator for the Learning Panel," Federal Mediation and Conciliation Service Midwest Arbitrator Symposium, Toledo, Ohio, October, 1995; "Keynote Address," Michigan State University and Holland Area Labor Management Committee, October, 1995; "Conciliation in Ohio Public Sector Collective Bargaining," Ohio State Employee Relations Board, Columbus, Ohio, September, 1995; "Talking and Walking Through the Mine Field: An Arbitrator's Perspective on Workspace Crime and Violence in the Ohio Workplace," Institute of Business Law, California State University, Los Angeles (Columbus and Cleveland Ohio, May, 1995); "Discipline and Workplace Violence," IRRRA Cincinnati, Ohio, December, 1994; "An Arbitrator's Viewpoint on Work Place Lawlessness," Lansing, Michigan, October, 1994; "Back Pay Issues in Discharge Cases," National Academy of Arbitrators Michigan Region, Novi, Michigan, March, 1994; "Hearsay and Arbitration" Atlanta, Georgia, May, 1992; National Academy of Arbitrators "Interest Arbitration: Will Public Sector Practice Encourage Private Sector Applications" Dearborn, Michigan, November, 1990; Ken Morris Center, Oakland University, "Arbitration Advocates Course" November, 1990; Michigan Association of Counties, "Interest Arbitration" Traverse City, Michigan, 1988; Employment Relations Commission, 1988, Lansing, Michigan, "Procedural and Substantive Issues in Act 312"; Industrial Relations Research Association, Mid Michigan Chapter, "Just Cause in Labor Arbitration" May, 1987.

Publications: "The Books you Need to Own: An Updated Annotated Bibliography of Labor Arbitration Sources," Labor and Employment Lawnotes, Labor and Employment Law Section of the State Bar of Michigan, (Volume 10, No. 2), Summer, 2000; "Legal Aspects of Workplace Violence," University of Michigan Institute of Continuing Legal Education, Annual Labor and Employment Law Educational Update, (I.C.L.E., 1996; "Labor Arbitrator's Mediation and Conciliation: Walking the Line," The ADR Newsletter, Alternate Dispute Resolution Section of the State Bar of Michigan, September, 1994; "Some Books Relevant to Violence in the Workplace for the Arbitration Practitioner: An Annotated Bibliography," Labor and Employment Lawnotes, Labor and Employment Law Section of the State Bar of Michigan, (Volume 6, No. 2) Spring, 1996.

Alternative Dispute Resolution Training Federal Labor Relations Authority/Federal Mediation and Conciliation Service Federal Sector Arbitration Training Symposium, Cleveland, Ohio, June, 1994; Alternate Dispute Resolution Training, Employment Disputes, AAA, Southfield, Michigan, August, 1994; Certified, Arbitration of Statutory Disputes, AAA, Cornell University and the National Academy of Arbitrators, May, 1998; Advanced Mediation Training, National Academy of Arbitrators, Kansas City Missouri, November, 1998; National Center for Dispute Settlement Mediator & Arbitrator Training for the Detroit Edison Dispute Resolution Program, Detroit, Michigan, September, 1999; Certified, Training on Domestic Violence and Family Law Arbitration, State Bar of Michigan, April, 2001; National Mediation Board training for Railroad Referees; various other ADR Training