

ARBITRATOR'S BIOGRAPHICAL SKETCH

NAME: Barbara W. Doering

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EDUCATION: B.A. 1965 Cornell University, College of Arts & Sciences
M.S. 1969 Cornell University, NYS School of Industrial & Labor Relations

TRAINING: Mediation/Fact Finding Apprentice 68-69 Arbitration (w/ Jean McKelvey)
1971-72 Additional Mediation Training, 1998 Justice Center Atlanta AAA, 1998
Alliance Training 1999 Postal Service Mediation Training 1999.

OCCUPATION: Arbitrator Mediator

ROSTERS: AAA, FMCS, NMB, MREP, Wisconsin, Indiana, Illinois, Iowa

CONTRACTUAL ARBITRATION PANELS: Kroger and UFCW Kelly Springfield and USWA AK Steel Corp. and AEIF U.S. Customs and NTEU Maytag and IAM Knox College and SEIU State of Indiana and Ind. State Employees-UAW Univ. of N. Iowa and UNI-United Faculty I/N Tek and I/N Kote and USWA Phelps Dodge and IUE Cook County and PSEIU Basler Electric and IUE Marlite and USWA.

PROFESSIONAL ASSN. MEMBER: National Academy of Arbitrators Industrial Relations Research Association, Assoc. Conflict Resolution (formerly SPIDR), AAA

EXPERIENCE: 1977 - Present --private & public sector labor-management arbitration
1990- 2000 served as Member Indiana PERB (Governors Exec. Order)
1973 - 1976 full time staff, Indiana Education. Employment. Rels. Bd.
1969 - ad hoc mediator/fact finder, New York PERB

INDUSTRIES IN WHICH HAS ARBITRATED: aerospace, airline, aluminum, auto, bakery, beverage, broadcasting, cement, chemicals, coal, communications, construction, dairy, distillery, electronics, foundry, food service, furniture, glass, grain mill, grocery, health care, journalism, manufacturing, meatpacking, metal fabrication, nursing home, office workers, oil refinery, packaging, plastics, pottery, printing, publishing, plumbing, railroad, retail, rubber, steel, telephone, tree trimmers, trucking, utilities, warehousing, etc. Public Sector: schools, colleges, university, hospitals, city, county, policy, fire, sheriffs departments, prison, state & federal agencies & military.

ISSUES: Absenteeism & tardiness, accidents, alcohol & drug, appearance, discrimination (race, sex, union activity, religion), damage to company property or equipment, dishonesty, falsification, fighting, horseplay, immoral conduct, insubordination, loafing, off-duty conduct, poor work performance, sabotage, safety rule violation, sexual harassment, sleeping, strike violence, theft, threats. Bargaining unit work, posting & bidding, layoff, bumping, recall, promotion, demotion, transfer, work assignment, shift schedule, overtime, mandatory overtime, hazardous duty pay, holiday pay, deductions from pay, incentive pay, 2nd year wage-rate, vacation pay at retirement, show up pay, severance pay, craft jurisdiction, subcontracting, use of temps, fairness of time study, dovetailing seniority, leaves, past practice, interest arbitration (police & fire)

Per Diem Fee: \$800 (Hearing day is any portion of a day up to 7.5 hours study & writing time is pro-rated, as is travel time day before, or on hearing day if combined with hearing the day exceeds 10 hours.) Actual expenses are charged.

Cancellation/Postponement: \$500 per scheduled hearing day if less than 4 weeks notice
\$600 per scheduled hearing day if less than 1 week notice

Note: If postponed, clock starts from where it was (re: 4 weeks/1 week)