

Joseph W. Duffy

LABOR ARBITRATOR

RESUME

PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators
Washington State Bar Association

EDUCATION:

JD Seattle University School of Law
MPA University of Washington
BA Columbia

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1993 – Present: Labor arbitrator. **1995 – 2004:** Commissioner of the Washington State Public Employment Relations Commission. The Governor appointed me to this part-time position in 1995 and reappointed me in 1999 for a term that expired in 2004. Along with two other Commissioners, I heard and decided appeals from the decisions of Hearing Examiners and the PERC Executive Director. **1996 – 1999:** Lecturer, University of Washington School of Business. I taught courses in negotiation and introduction to law. **1977 – 1992:** Vice-President of Employee Relations, King Broadcasting Company, Seattle, WA. I was responsible for all aspects of labor/management relations and personnel policy for this regional communications company. The work force consisted of 1400 employees, including fifteen bargaining units represented by a number of local unions, working in the radio, television and cable television industries at eighteen locations in six states (CA, HI, ID, MN, OR, WA).

INDUSTRIES:

Broadcasting, communications, community college faculty, construction, electrical utilities, fire fighting, food processing, government (city, county, federal), health care, high technology, hotel & restaurant, manufacturing, maritime, metal working, mining, newspaper, nuclear energy, package delivery, oil refining, police, postal service, public transit, railroad, retail grocery, school districts, shipyards, telephone, truck manufacturing, trucking, warehousing.

ISSUES:

Arbitrability, attendance, bargaining unit work, benefits, compensation, contract interpretation, contracting out, demotion, discipline and discharge, drug testing, hazard pay, hiring practices, holiday pay, incompetence, job classification, layoff, off-duty misconduct, overtime, premium pay, scheduling, seniority, sexual harassment, vacation, work assignment.

ARBITRATION ROSTERS:

American Arbitration Association
California State Mediation and Conciliation Service
Federal Mediation and Conciliation Service
Montana Board of Personnel Appeals
Oregon Public Employment Relations Board
Washington Public Employment Relations Commission

FEES: \$1,200.00 per day for hearings and study time, plus reasonable travel expenses; cancellation fee of \$1,200.00 per day for each scheduled day that is cancelled with less than thirty (30) days notice.

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