

E-MAIL: —

PRESENT OCCUPATION: Attorney/Arbitrator

BUSINESS ADDRESS:

ERBS & ERBS, P.C.
1650 Des Peres Rd, Suite 135
St. Louis, Mo 63131
(314) 821-0776
FAX (314) 821-9232

HOME:

12120 Westwick Pl.
St. Louis, Missouri 63127
(314) 843-8864
FAX (314) 821-9232

PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators
American Arbitration Association,
American Bar Association

Missouri Bar Association
St. Louis Bar Association

EDUCATION:

| | | | |
|-----|-------|--------------------------|------|
| BS | Acct. | University of Notre Dame | 1958 |
| LLB | Law | University of Notre Dame | 1960 |
| JD | Law | University of Notre Dame | 1969 |

CERTIFICATION:

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| Law | Missouri | 1960 |
| Law | Illinois | 1962 |

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1960 to Present – Attorney – Principal in Erbs and Erbs, P.C.

1968 to Present – Arbitrator. Have arbitrated between 50-80 cases per year since 1985.

INDUSTRIES:

Aerospace, agriculture, aluminum, automotive, bakery, beverage, brewery, broadcasting, building products, cement, chemicals, coal, communications, construction, dairy, elec. equipmt/applian., electronics, entertainment/arts, feed & fertilizer, food (manu./proc./service), foundry, furniture, glass/pottery, grain mill, health care, hotels/motels/casinos/resorts, hospitals/nursing home, iron, lumber, machinery, meat packing, metal fabrication, mining, nuclear energy, office workers/clerical, packaging, paint and varnish, petroleum/petrochemicals, pharmaceuticals, plastics, police and fire, printing and publishing, railroads, refrigeration/hvac, restaurants, retail stores, steel, stone/quarry, transportation, trucking & storage, utilities, warehousing.

ISSUES:

Affirmative action, absenteeism, arbitrability, bargaining unit work, conduct (off-duty/personal), demotion, discipline (non-discharge), discipline (discharge), discrimination (age, disability, race, sex), drug/alcohol offenses, fringe benefits (bonus, holidays, leave, vacation), health/hospitalization, job performance, job posting/bidding, jurisdictional dispute, layoffs/bumping/recall, management rights, pension and welfare plans, promotion, safety/health conditions, seniority, sexual harassment, subcontracting/contracting out, union security), wages (holiday pay, incentive pay, job classification & rates, vacation pay, work hrs/scheds/assgnmts.), working conditions/work orders, violence or threats.

PERMANENT PANELS - PRESENT:

USPS/APWU
USPS/NALC
Owen Illinois/GMP

Hormel Food/UFCW
Magma Copper/USWA

FEES:

PER DIEM FEE: \$800.00

CANCELLATION FEE: (See below)

GRIEVANCE ARBITRATION: Per diem is for up to 1 hour per day for travel plus hearing, research, preparation and opinion. A hearing day is any portion of a day up to 7 hours.

CANCELLATION POLICY: \$500.00 if cancelled or postponed within 4 days notice of scheduled hearing date, \$400.00 if cancelled or postponed within 10 days of scheduled hearing date, \$200.00 if cancelled or postponed within 30 days of scheduled hearing date.

TRAVEL TIME: Prorated @ per diem rate.

EXPENSES: Bills for actual costs incurred, including coach airfare, car rental, food, lodging, mileage @ IRS expense rate, postage and copies.