

**JANICE K. FRANKMAN, Attorney at Law**

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**Present Occupation:** Arbitrator and Mediator

**First Business Address:**

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Saint Paul, MN 55114  
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**Second Business Address:**

1180 Meadow Spur  
Akron, OH 44333

**PROFESSIONAL AFFILIATIONS:**

National Academy of Arbitrators  
National Mediation Board

National Association of Railroad Referees  
Minnesota State Bar Association

**EDUCATION**

JD Law William Mitchell College of Law, 1974  
BS Related Arts University of Minnesota, 1966

**CERTIFICATIONS:**

Law Minnesota 1974  
National Academy of Arbitrators 2007  
Arbitrator Advanced Practitioner Designation Association for Conflict Resolution 2005

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

**1991 – present:** Arbitrator of labor (contract and interest) and employment cases for Rosters and permanent panels listed below, and by invitation of attorneys and private parties. **1991 - present:** Mediator of employment and education cases for AAA (1991-2005), Minnesota Department of Human Rights, EEOC, Wisconsin Special Education Mediation System (1997-2010) and Minnesota Department of Education ADR Services; and by invitation of attorneys and private parties. **1978 – 2000:** Administrative Law Judge by contract with Minnesota State Office of Administrative Hearings. Heard and decided or mediated labor and employment, education, health, human rights, human services and professional licensing cases. **2002-2005:** Adjunct Professor, University of Minnesota Law School

**SPECIALIZED TRAINING:**

Complex Education Issues: FMCS-NAA September 16, 2011  
Federal Arbitration Practice Under the FSLMR Statute: FMCS-NAA October 22, 2010

**INDUSTRIES:** Airlines, Agriculture, Automotive, Bakery, Beverage, Chemicals, Coal, Communications, Dairy, Education, Entertainment/Arts, Federal Sector Grievance, Food, Glass/Pottery, Grain Mill, Health Care, Hotels/Motels/Casinos/Resorts, Hospital/Nursing Home, Iron, Lumber, Machinery, Meat Packing, Mining, Office Workers/Clerical, Organizations, Packaging, Paint & Varnish, Police and Fire, Printing and Publishing, Prison Guard, Public Sector –Grievance and Interest, Pulp and Paper, Railroads, Real Estate, Restaurants, Retail Stores, Steel, Transportation, Trucking and Storage, Utilities.

**ISSUES:**

Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin, Marital Status; Drug/Alcohol Offenses, FMLA, Fringe Benefits: Bonus, Holidays, HIPPA, Insurance, Interest Arbitration, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights,

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Past Practices, Pension and Welfare Plans, Promotion, Safety/Health Conditions, Seniority, Sexual Harassment, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages: Cost-of-Living Pay, Holiday Pay, Job Classification and Rates, Overtime Pay, Union Elections, Vacation Pay, Work Hours/Schedules/ Assignments, Working Conditions/Work Orders, Violence or Threats.

**CURRENT PERMANENT PANELS:** Air Line Pilots Association and Compass Airlines; Teacher Discharge Arbitration Roster – Minnesota; USDA, Food Safety and Inspection Service/National Joint Council of Food Inspection Locals, AFGE; Rail Public Law Boards; UFCW, Local 1564 and Smith’s Food and Drug Stores, a Division of The Kroger Company, and Albertson’s

**ARBITRATION ROSTERS:**

Federal Mediation and Conciliation Service	American Arbitration Association (1991-2005)
Iowa Public Employee Relations Board	Minnesota State Court Roster of Neutrals
Minnesota Bureau of Mediation Services	National Mediation Board
Montana Labor Standards Bureau	Montana Board of Personnel Appeals
Wisconsin Public Employee Relations Commission	

**FEES:**

**PER DIEM FEE:** \$1150.00

**DOCKETING FEE:** \$275.00 per party **CANCELLATION FEE:** Per diem

**ADMINISTRATIVE FEE:** \*\*

**EXPENSES:** Reasonable and necessary travel expenses including air and ground transportation, lodging and meals.

**Fee, expense and cancellation policy:** The *per diem* fee is charged for travel, hearing and study time (preparation, record review, research and award preparation) for any portion of a day up to seven hours. Time beyond seven hours in a day is prorated. \*\*Per FMCS Rule 1404.15 (c), Arbitrator reserves the right to charge an administrative fee, prorated and based upon the *per diem* fee, for unusual amounts of time spent relative to pre- or post-hearing administration of a case. Parties will be informed immediately when work performed will result in the charging of such an administrative fee.

Actual expenses are billed as they are incurred. Car mileage is billed at the applicable IRS rate.

A cancellation fee is charged for each hearing day that is cancelled or changed less than 30 days before the scheduled date. The change fee may be reduced or waived for good cause.

**Detailed fee schedules will be forwarded to parties immediately upon selection.**