

JANICE K. FRANKMAN, Attorney at Law

Present Occupation: Arbitrator and Mediator

Business Address:

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PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators

National Association of Railroad Referees

Labor Employment Research Association

Minnesota State Bar Association

EDUCATION

JD Law William Mitchell College of Law, 1974

BS Related Arts University of Minnesota, 1966

CERTIFICATIONS:

Law Minnesota 1974

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1991 – present: Arbitrator of labor and employment cases for AAA (1991-2005), FMCS, Minnesota Bureau of Mediation Services, National Mediation Board, Wisconsin Public Employee Relations Commission, Iowa Public Employee Relations Board, Montana Labor Standards Bureau and by invitation of attorneys and private parties. See, industries and issues listed below. **1991 - present:** Mediator of employment and education cases for AAA (1991-2005), Minnesota Department of Human Rights, EEOC, Wisconsin and Minnesota Special Education Mediation Systems 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

INDUSTRIES:

Agriculture, airline, automotive, banking, chemicals, clothing, communications, dairy, education, electronics, electrical workers, entertainment/arts, federal employees (NAGE, AFGE) food (manufacturing, processing, service), glass/pottery, grain mill, graphic communications, health care, hotels/motels/casinos/resorts, hospitals/nursing home, mining, office and professional workers/clerical, paint and varnish, police and fire, postal workers, printing and publishing, prison guard, railroads, real estate, restaurants, service employees, State employees (AFSCME), steel, transportation, trucking and storage and utilities.

ISSUES:

Absenteeism, arbitrability, bargaining unit work, conduct (off-duty/personal), demotion, discipline (non-discharge), discipline (discharge), discrimination (age, disability, race, sex, religion, marital status, national origin), drug testing, health/hospitalization, job performance, job posting/bidding, layoffs/bumping/recall, leave time, management rights, past practices, pension and welfare plans, promotion, safety/health conditions, seniority, sexual harassment, tenure/reappointment, union security, wages (cost-of-living pay, holiday pay, job classification & rates, merit pay, overtime pay, vacation pay), work hours /schedules/ assignments, violence or threats.

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PERMANENT PANELS: Teacher Discharge Arbitration Roster – Minnesota; Union Pacific Railroad/United Transportation Union; Union Pacific Railroad/Brotherhood of Maintenance of Way Employees; Union Pacific Railroad/Brotherhood of Locomotive Engineers; CSX Transportation/Brotherhood of Railroad Signalmen; USDA, Food Safety and Inspection Service/National Joint Council of Food Inspection Locals, AFGE; U.S. Postal Service/National Association of Letter Carriers, AFL-CIO (2004-2008); Bituminous Coal Operators' Association/United Mine Workers of America (2004-2006)

ARBITRATION ROSTERS:

Federal Mediation and Conciliation Service	National Mediation Board
Iowa Public Employee Relations Board	Minnesota State Court Roster of Neutrals
Minnesota Bureau of Mediation Services	Montana Labor Standards Bureau
Wisconsin Public Employee Relations Commission	

FEES:

PER DIEM FEE: \$900. **DOCKETING FEE:** \$125. per party **CANCELLATION FEE:** Per diem
EXPENSES: Reasonable and necessary travel expenses including air and ground transportation, lodging and meals.

Fee 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 eight hours. Time beyond eight hours in a day is prorated. 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.