

**Janet L. Gaunt**

Attorney at Law

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*Arbitration / Mediation / Factfinding*

**2012 Resume/Fee Schedule**

**EDUCATION:**

Juris Doctor, Order of the Coif, Washington Univ. School of Law (1974)  
Bachelor of Arts, Oberlin College (1969)

**CERTIFICATION:** Law Washington 1974

**GENERAL EXPERIENCE:**

Arbitrator/Mediator/Factfinder (1981 - present).  
Chairperson, Washington State Public Employment Relations Commission (1989 - 1996).  
Member, King County Personnel Board (1981-1982)  
Tribunal Chairperson, Washington Human Rights Commission (1980-1982)  
Attorney, Davis, Wright, Todd, Riese & Jones (1974 - 1979): specialized in public and private sector labor law, including the representation of clients in mediation, arbitration, discrimination litigation, the negotiation of collective bargaining agreements, and representation in proceedings before administrative agencies or boards.

**PROFESSIONAL AFFILIATIONS:** National Academy of Arbitrators (Vice-President 2002-2004, Board of Governors 1998-2001); NAA Research & Education Foundation Board Member (1991-1997); College of Labor and Employment Lawyers (former Fellow); Washington Women Lawyers State Bar Association (President 1986; Passing the Torch Award 1999); Washington State Bar Association

**ARBITRATION PANEL EXPERIENCE (samples - not all inclusive):**

Federal Mediation and Conciliation Service; Washington PERC; Oregon ERB; Montana Board of Personnel Appeals

State of Alaska and Alaska Public Employees Association (various bargaining units)  
State of Alaska and Masters Mates and Pilots  
State of Alaska and Alaska Correctional Officers Association  
American Airlines and Association of Professional Flight Association  
Alaska Airlines and Association of Flight Attendants  
Alaska Airlines and Aircraft Mechanics Fraternal Association  
Cingular Wireless and CWA (District 7 Arbitration Panel)  
FAA and NATCA Engineers & Architects (Western Pacific, NW Mountain & Alaska)  
Kaiser Permanente and Oregon Federation of Nursing and Health Professionals  
King County Metro and Amalgamated Transit Union 587  
Kimberly Clark and AWPPW Locals 183 & 644  
Major League Baseball and MLBPA (Salary Arbitration)  
City of Seattle and Seattle Police Officers Guild  
City of Seattle and Seattle Police Management Association  
United Airlines and Association of Flight Attendants  
University of Washington and Washington Federation of State Employees  
Washington State Patrol and Washington State Patrol Troopers Association

## **ARBITRATION EXPERIENCE**

### **ISSUES:**

Absenteeism, Alcohol & Drug Abuse, Arbitrability, Work-Assignments, Bargaining Unit Work, Call-in Callback Pay, Demotion, Discharge, Discipline, Discrimination, Dress Code, Health & Welfare, Holidays & Holiday Pay, Incentive Rates/Standards, Job Classification, Job Evaluation, Job Posting & Bidding, Jurisdiction, Layoff, Bumping & Recall, Management Rights, Contract Terms, Overtime, Past Practice, Pensions, Rate of Pay, RIFs, Safety, Scheduling of Work, Seniority, Severance Pay, Strike or Lockout, Subcontracting, Successorship, Training, Transfers, Union Business, Insubordination, Leave of Absence, Merit Pay, Official Time, Other Fringe Benefits, Performance Appraisals, Promotions, Reassignment, Red Circle Rate, Shift Hours, Sick Leave, Wages, Work Week Change, Sexual Harassment, Grievance Mediation

### **INDUSTRIES:**

Aerospace, Agriculture, Airlines, Aluminum, Automotive, Bakery, Banking, Beverage, Broadcasting, Canning, Cement, Chemical, Clerical, Clothing, Coal, Communications, Construction, Education, Electrical Appliances, Electrical Equipment, Entertainment/Arts, Federal Sector Grievance, Food, Furniture, Glass, Heating & Ventilation, Health Care, Hotel/Restaurant, Iron, Local Government, Lumber, Machinery, Manufacturing, Maritime, Metal Fabrication, Mining, Nuclear Energy, Organizations, Packing, Paint & Varnish, Petroleum, Pharmaceutical, Plastics, Plumbing, Police & Fire, Print & Publishing, Public Sector Grievance & Interest, Pulp & Paper, Railroads, Refrigeration & Air Conditioning, Retail Stores, Scientific Instruments, Service, Ship Building & Drydock, Shoe, Sports, Steel, Stone, Textile, Transportation, Trucking & Storage, Utilities, Warehousing,

## **PUBLICATIONS:**

“Private Sector Labor Arbitration”, Arbitration and Mediation in Washington (WSBA 1989)  
“Gender Bias”, NAA Chronicle (May, 1991)  
“Public Sector Labor Mediation and Arbitration”, Arbitration and Mediation in Washington (WSBA 1995, 1998 Supplement)

## **FEE SCHEDULE:**

**Labor Arbitrations / Factfinding:** For time spent working on a case, including related travel, my standard per diem is \$1760. If a hearing lasts longer (or less) than a normal workday, the fee is prorated. Reasonable expenses incurred in hearing a case will also be billed (including the lowest fully refundable airfare available for convenient flights at the time of purchase).

**Cancellation/Postponement:** I end up having to turn away cases every month because all my available hearing dates have been reserved for other cases. Consequently, if you reserve a date for the hearing and then settle the dispute or postpone the hearing you will be subject to the following charges:

The full per diem will be charged for each hearing day if the hearing is postponed or canceled within ten (10) business days of the hearing. When cancellation or postponement occurs with more notice than that, one-half the daily per diem will be charged for each hearing day. The fee will be waived if a subsequent case is scheduled on the date(s) that you vacate.

For cases that go to hearing, my bill will allocate fees in accord with your contract language, if any, but both sides remain jointly and severally liable for payment in the event that one side defaults. Cancellation or postponement fees are automatically billed one-half to each party unless I am informed in writing that your labor contract requires a different allocation or you have mutually agreed to one.