

RICHARD P. GORTZ

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Present Occupation: Arbitrator/Mediator

First Business Address

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Second Business Address

5326 Kula Ct.
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PROFESSIONAL AFFILIATIONS:

FMCS (labor arbitration panel)
American Arbitration Association (labor arbitration panel)
Ohio State Employment Relations Board (Fact finding panel)
Labor and Employment Relations Association (LERA)

EDUCATION:

MBA Systems Management	Baldwin-Wallace College, 1986
BBA Management and Labor Relations	Cleveland State University, 1969

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1983-2008: Self-employed. Negotiate collective bargaining agreements (conventional and IBB), present arbitration cases including interest arbitration; prepare policy manuals, compensation systems. Clients included Ohio state and local government, social service agencies, libraries, nursing homes, hospitals, police, fire, sheriff units, colleges and universities, food retailers, warehousing, distribution, quarry, manufacturing and service industries. Served on tri-part interest arbitration panels for police negotiations. Arbitrator for job classification issues. **1986-2004:** Cleveland State University: Labor/Management Relations Center. Adjunct faculty, classes in public sector collective bargaining, advanced bargaining and contract administration to union, neutral and employer practitioners. Guest lecturer at Cleveland Marshall School of Law on Public Sector Collective Bargaining. **1975-1983:** Director HR/LR, Lear Siegler, Inc., Aircraft Power Equipment Division. Manage HR/LR functions for large, unionized aerospace manufacturer. **1970-1975:** Labor Relations Manager, ESB, Inc., Automotive Group (Exide). Manage LR, negotiate collective bargaining agreements and present arbitration cases for 20 plants manufacturing automotive batteries.

INDUSTRIES:

Experience in: Aerospace, Automotive, Building Products, Education, including Colleges and Universities and Public Schools, Electrical Equipment, Electronics, Food, Health Care, Hospitals/Nursing Home, Machining, Foundry, Metal Fabrication, Office and Clerical, Police and Fire, Prison Guard, Retail Stores, Stone/Quarry, Trucking, Transportation, Utilities, Warehousing.

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ISSUES:

Experience in: Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct (Off-Duty/Personal), Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination (on the basis of race, sex, disability), Fringe Benefits (bonus, holidays, insurance, leave, vacation, health/hospitalization, job performance, jurisdictional dispute, layoff/bumping and recall, management rights), Past Practice, Pension and Welfare Plan, Promotion, Safety/Health Conditions, Seniority, Sexual Harassment, Subcontracting/Contracting Out, Union Security, Wages (holiday pay, incentive pay, job classification & rates, merit pay, overtime pay), Work Hrs/Schedules/Assignments, Working Conditions, Workplace Violence.

SIGNIFICANT PUBLICATIONS:

Effectiveness of Mediation during the Fact-Finding Process Cleveland State University Labor Relations Newsletter, 1987

Why Merit Pay Doesn't Work in Public Sector, Cleveland State University Labor Relations Newsletter, 1990

FEES:

PER DIEM FEE: \$950 : CANCELLATION FEE: (see below)

Grievance Arbitration: The fee is \$950 per day for hearing, and for research and preparation of opinion and award. A hearing day is any portion of a day up to eight hours. Time for research and preparation is prorated.

Cancellation Policy: If the scheduled hearing is postponed or cancelled with notice of less than fourteen calendar days, the per diem fee for each day of scheduled hearing shall be charged if another matter cannot be set in its place, and any non-cancelable expenses.

Expenses: Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food and lodging. Automobile mileage is actual driven mileage from the closest office address, charged at the applicable IRS expense rate.