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ARBITRATION/LABOR RELATIONS EXPERIENCE:

1999-Present: Arbitrate and mediate minor disputes of contract interpretation and application over rates of pay, rules, and working conditions and major disputes of contract formation; experienced in grievance arbitration and interest arbitration, med-arb, factfinding (sexual harassment, civil rights, wages), class-action grievance facilitation. Chair of tripartite arbitration tribunals. Adjudicated over 1,000 grievances, impasses, unfair labor practices, unit determinations and representation elections, card-check recognitions, and discrimination claims. Adjunct Professor in Labor Relations and ADR at Univ. New Mexico. **1993-1999:** Director, New Mexico PERB; investigated, mediated & adjudicated ULPs & unit representation cases; researched labor laws and wrote PERB opinions and awards; administered executive sessions; neutral services to 55 tripartite public labor boards. **1986-1993:** Advisor to jt. labor-mgmt. committees focused on technology and operations using interest-based processes at N. Indiana Public Svc.\USWA, FAA\PASS, Ford\UAW, LTV Steel\USWA, Goodyear\URW, General Dynamics\IAMA. **1980-1986:** Staff Associate at U.S. Federal Service Impasses Panel\Foreign Service Impasse Disputes Panel engaged in mediation, factfinding and interest arbitration; wrote over 250 interest arbitration awards. Continuing education and training through National Academy of Arbitrators, FMCS & National Judicial College (motions, discovery, employment torts, evidence, remedies, fair hearing practices). Presenter on evidence and hearing practices at NAA & ACR conferences.

INDUSTRIES & LABOR ORGANIZATIONS:

Sampling of industries: aerospace; aircraft mfg; airlines; agriculture; aluminum; automotive; banking; beverage; brewery; broadcasting; bldg. products; call centers; canning; casinos, cement; chemicals; clothing; coal; communications; construction; corrections; dairy; education; electrical equipment/appliance; electronics; engineering & research; financial institutions; fire; food; foundry; furniture; glass/pottery; health care; hospitals\nursing homes; insurance; iron; lodging (hotels\motels); lumber; maritime; meat packing; metal fabrication; mining; ofc support\clericals; organizations; pharmaceuticals; petroleum refining\petrochemicals; police; prison\security guard; pulp & paper; refrigeration\HVAC; regulatory agencies; resorts; retail stores; rubber/tire; svc industries; steel; supermarkets; telecommunications; transportation; trucking & storage; universities; utilities; warehousing; welfare\pensions; wireless phones.

Sampling of labor organizations: AFSCME; AFT; AFGE; Allied Pilots Assn.; APWU; ATU; Bakery & Confectionary Workers; Border Patrol Agents; Bricklayers Union; Carpenters & Joiners; CWA; District 1199 Health Care Workers; Elevator Operators; Farm Workers Union; FOP; IAFF; IAMA; IATSE; IBEW; IBT; ILA; IUE; IUOE; LIUNA; Mailhandlers; Musicians' Local; MTC; Native American Indian Federation; NAGE; NALC; NATCA; NEA; NFFE; NMU; NTEU; PACE; PASS; Patent & Trademark Assn.; Roofers Local; SEIU; Sheet Metal Workers; TCU; Textron\Bell Engg. Prof. Assn.; TXU; UAW; UFCW; UTU; UMW; UNITE; Union of Painters & Allied Trades; United Staff UNM; Utility Workers.

ISSUES:

Absenteeism; agency fee; arbitrability; bargaining unit work\craft jurisdiction; conduct (off-duty); civil rights; COLA; demotion; discipline & discharge; discrimination (Title VII, ADA, etc.); drug\alcohol offenses; EEO, entry rates; FLSA; FMLA; health\hospitalization coverage; hiring practices; holidays & holiday pay; hours of work & scheduling; incentive pay; insurance; job classification & rates; job performance; job posting/bidding; just cause; inter-craft pay relationships; last chance agreements; layoffs/bumping/recall; leave; management rights; merit pay; overtime; past practices; pension and welfare plans;

polygraphs; project labor agreements; reassignment; reclassification; retaliation; retirement; safety/health conditions & OSHA; schedules\hours of duty; seniority; settlement agreements; severance pay; sexual harassment; subcontracting\contracting out; surplus\contingent employees utilization rates; temporary duty locations\relief and returns; travel expenses; union rights & security; union discrimination; vacation\vacation pay; whistleblowing; workplace violence\threats; work assignments & conditions.

PERMANENT PANELS:

U.S. Postal Service\APWU & NALC (contract interpretation and discipline\discharge panels); Rocky Mountain Steel\USWA; FAA\NATCA; Clark County (Las Vegas, NV) Sch Dist\NEA; Tinker AFB\AFGE; USDA\National Food Inspections Locals; Social Security Administration\AFGE; IRS\National Treasury Employees Union; BCOA\UMW; Panama Canal\MTC, ILA, LIUNA, NMU; Chair, City of Albuquerque tripartite public labor board\UTU, CWA, IBT, AFSCME; Special Master, Nebraska Commission on Industrial Relations.

ARBITRATION ROSTERS:

National Mediation Board; Federal Mediation & Conciliation Service; American Arbitration Association; California State Mediation & Conciliation Service; ABA Employment Disputes Panel; Oklahoma Public Employee Relations Board; Montana Board of Personnel Appeals, Nevada Local Employee-Mgmt. Board; Oregon Public Employee Relations Board; Washington Public Employee Relations Board.

SAMPLE OF PUBLISHED CASES: Corpus Christi Army Depot, 108 LA 1006 (steward misconduct); Lyondell-Citgo Refining & Oil, Chemical, and Atomic Workers, 111 LA 1078 (arbitration procedure); Campbell Soup Co. & UFCW, 112 LA 673 (attendance policy); Friedrich Air-Conditioning & IUE, 112 LA 907 (health ins. coverage); Arkansas General Industries & IUE-CWA, 113 LA 1373 (health costs); PACTIV Corp. & Union of Needletrades and Industrial Textile Employees, 118 LA 426 (leaving post\walk off the job); ILPEA & Paper and Allied Chemical Workers, 118 LA 705 (entry rates\incentive wage plan); Univ. of New Mexico Hospital\Carpenters & Joiners, 121 LA 1368 (job vacancies\mgmt. rights); International Paper & URW, 93-2 ARB ¶ 3542 (work rules); ProSource Distribution Services & IBT, 97-2 ARB 3270 (sleeping on the job); Koppers & TCU, 04-1 ARB ¶ 3679 (seniority/overtime). Other cases at 111 LA 1033; 113 LA 240; 116 LA 1373; 119 LA 65; 119 LA 305; 121 LA 348; 02-1 ARB ¶ 3044; 03-1 ARB ¶ 3447; 03-2 ARB ¶ 3534; 04-1 ARB ¶ 3679.

PUBLICATIONS:

Labor and Employment Arbitration, 2nd ed. (LEXIS) 2006, 2007, 2008 NAA Proceedings (BNA)(editor)
How Arbitration Works (Duty of Fair Representation) *Discharge and Discipline*, 2001 Supplement (BNA)

PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators; American Arbitration Assn.; Labor & Employment Research Assn. (Rocky Mountain Chapter; Airlines Section); American Bar Assn. (ADR, Labor & Employment Sections); Assn. for Conflict Resolution (Workplace Section\Leadership Council); National Judicial College.

EDUCATION:

Fellow	Organizational Psychology	Johns Hopkins University
MPA	Labor Relations and Public Finance	Indiana University
BA	History with Honors	Arizona State University

CERTIFICATION:

Mediator (Employment & Commercial) District of Columbia Superior Court

FEE & EXPENSE POLICY: Available upon request.

REFERENCES: Available upon request.