

## **I. PERSONAL**

**Name: DON B. HAYS ARBITRATOR/ATTORNEY**

Business

Address: (a) 123 N. Crockett, Suite 300, P.O. Box 370, Sherman, TX 75091-0370

Phone: (903) 893-9456

**Education:** College: University of Texas

Degree and Date: Bachelor of Business Administration 1959

Graduate School: University of Texas School of Law

Degree and Date: Bachelor of Laws 1961

Doctor of Jurisprudence 1961

Professional Licenses: Admitted to Bar - State of Texas - 1961

Admitted to Practice: United States Federal Court (Northern & Eastern Districts of Texas), Texas Supreme Court

## **II. BUSINESS EXPERIENCE**

1. Assistant District Attorney - Travis County, 1961-1962
2. Corporate Vice President, Labor Relations, Braniff Airways, Inc., 1963-1980
3. Corporate Vice President, Industrial Relations & Personnel, Air Florida, 1980-1983
4. Private and Public Labor Law Practice, (Texas), 1983-2003  
(Florida/Oklahoma/Tennessee/Texas)
5. Private and Public Labor Arbitration Practice, 1983-present

## **III. LEGAL EXPERIENCE**

1. Multiple trials (jury/court/appellate)
2. Employment Discrimination (Title VII, Sex/Racial, Age, Handicap) – State and Federal
3. National Labor Relations Acts/Railway Labor Act and Multiple State Labor Relations Acts

## **IV. ARBITRATION EXPERIENCE**

**Issued over 2,500 public and private sector awards**

**Admitted to National Academy of Arbitrators - November, 1991**

**Continuously listed as qualified by American Arbitration Association, Federal Mediation and Conciliation Service, National Mediation Board since 1983**

## PRIVATE

- A. Industrial - (Agricultural/Manufacturer/Entertainment Services) – Served as Permanent Neutral for Lockheed Fort Worth, American Income Life, Walt Disney - Selected individually and from Panels nominated by Federal Mediation and Conciliation Service and American Arbitration Association (Award Subjects – Discipline/Rules/Benefits/ Discrimination)
- B. 1. Railroad Industry - Selected as permanent neutral on multiple Public Law Boards [United Transportation Union, Brotherhood of Locomotive Engineers, International Association of Machinists] (including all railroad crafts) Award Subjects Include - Discipline/Rules/Discrimination/Benefits
- 2. Appointed by National Mediation Board (NMB) to a National Railroad Board of Adjustment - permanent referee for three railroads
- C. Airlines - Selected by parties independently and from NMB nominated panels (Discipline/Rules/Discrimination/Benefits) - In excess of 50 awards

## PUBLIC

- A. Municipality - (Discipline/Seniority/Rules/Pension/Insurance Benefits/Interest Disputes) - Fireman/Policeman (Arkansas, California, Florida, Oklahoma, New Mexico, Texas)
- B. Government – Have Served or Currently Serving as Permanent Neutral for IRS, Homeland Security Service, U.S. Customs and Border Patrol, Armed Services Board of Adjustment (Army/Air Force); selected for multiple assignments in Nuclear Regulatory Agency; Public Service, Occupational Safety and Health (OSHA); Social Security Administration (Discipline/Rules/Benefits)

## **V. MISCELLANEOUS**

Taught Graduate Business School at University of Texas at Dallas (MBA Program) 1977-79

Taught in multiple Arbitration Practices and Procedures in State and National Seminars conducted by International Association of Machinists and Aerospace Workers, United Steelworkers of America, American Arbitration Association and Texas Municipal League.

## **VI. FEES:**

Current fee schedule \$675.00 per day (calculated to nearest 1/10)\*

Cancellation fees, docketing fees and other associated costs directly associated with individual arbitration case.

\*Does not include direct travel expenses incurred (*i.e.* mileage, airfare, ground transportation, hotel, meals, *etc.*).