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ARBITRATION EXPERIENCE:

I have been selected as an arbitrator in nearly 1000 cases in the public, private and federal sectors since 1981, and have functioned as an arbitrator full time since 1987. I have addressed such issues as seniority, layoff, recall, bumping, unit coverage, work performance, leaves of absence, holiday and vacation eligibility and pay, overtime eligibility and pay, shift hours, promotion, transfer, alcohol and drug use, health insurance, arbitrability, management rights, past practice, contracting out, discipline and discharge. Over seventy of my arbitration decision have been published, including 87 LA 729 (Consolidated Coal Company/UMWA Local 1825), 16 LAIS 1120 (Challenger Wrecker Manufacturing Co./Teamsters Local 1049), 88-2 ARB No. 8562 (Reno Hilton Hotel/Plumbers Local 350), 89-1 ARB No. 8031 (Grant Joint Union High School District/CSEA Chapter 523), 89-2 ARB No. 8505 (W.R. Grace Co./Teamsters Local 238), 96 LA 1051 (University of Northern Iowa/AFSCME Council 61), 93 LA 660 (Watkins, Inc./Chemical Workers Local 228), 16 LAIS 2082 (Delhi Elementary School District/CTA), 17 LAIS 2058 (San Francisco General Hospital Medical Center/SEIU Local 790), 94 LA 1212 (City of Cedar Rapids/Firefighters Local #4), 94 LA 102 (Western Iowa Tech Community College/Education Assn.), 97 LA 839 (El Dorado County/Employees Association), 91-2 ARB No. 8579 (Stockton Unified School District/Employees Assn.), and 94-1 ARB No. 4022 (City of Flora/IBEW Local 702). I have also served as an interest arbitrator in about forty cases in five states during the past fifteen years, in disputes involving police, firefighters, state, school district, and other city and county employees, as interest factfinder in approximately forty-five education and city/county cases in Iowa and California, and as a mediator in about 400 cases arising in the labor/management and employment law contexts.

PERMANENT ARBITRATION PANELS:

California State University/California Faculty Assn; Sacramento Air Logistics Center/AFGE; United Can Company/Teamsters; State of Iowa/UE Local 893-Iowa United Professionals; State of Illinois/SEIU; University of Northern Iowa/United Faculty; Reynolds Aluminum Company/GCIU; PACT Headstart/SEIU; Illinois Assn. of Retarded Citizens/SEIU; Gen. Services Administration/AFGE; Sioux City Community Schools/Education Assn. Consolidated Coal Company/Peabody Coal Company/Arch of Illinois/UMWA; San Juan Unified School District/Teamsters; City of Cedar Rapids/AFSCME/Teamsters; Las Vegas Metro Police Commission/Supervisors & Managers Association; CA Dept. of Corrections/CCPOA; Sysco Food Services/Teamsters; State of Montana/MFSA; State of Nebraska/AFSCME Council #61; Social Security Administration/AFGE; City of Redondo Beach/Employees Assn; San Bernardino County/Deputy Sheriffs Association; U.S. Postal Service/American Postal Workers Union; American Airlines/Association of Professional Flight Attendants.

PRIOR WORK EXPERIENCE:

9/85 to 8/87: Regional Director, California Public Employment Relations Board, Sacramento California

I was responsible on a regional for implementation and interpretation of three collective bargaining laws governing various California public employees. I supervised a staff of administrative law judges, public employment specialists, and support personnel. Concomitantly, I held hearings and wrote decisions in the more difficult representation cases handled by the agency, and assisted the parties in voluntarily resolving their disputes in a number of areas.

7/80 to 9/85: Director, Mediation Services
Iowa Public Employment Relations Board

3/75 to 7/80: Mediator/Administrative Law Judge
Iowa Public Employment Relations Board

During my tenure with the Iowa Public Employment Relations Board, I held hearings and issued decisions in approximately 120 representation and unfair labor practice cases, functioned as contract in approximately 250 state, county, city and school district collective bargaining impasses, and issued 18 arbitration decisions. In addition, I was responsible for supervision, recruitment, training and development of about 40 ad-hoc mediators, and for reviewing the performance of mediators, factfinders and arbitrators listed by our agency. I had overall responsibility for the delivery of timely mediation services in an average of 650 cases per year.

2/74 to 3/75: Field Examiner
National Labor Relations Board
Milwaukee, Wisconsin

5/73 to 9/73: Intern Field Examiner
National Labor Relations Board
Peoria, Illinois

EDUCATION:

1972 Bachelor of Arts (B.A.) in Labor Economics
University of Illinois at Urbana-Champaign

1974 Master of Arts (M.A.) in Industrial Relations
Institute of Labor and Industrial Relations
University of Illinois

PER DIEM FEE AND CANCELLATION POLICY:

\$950/day, plus expenses; one day of per diem if notice of cancellation or postponement received twenty-one or fewer days prior to the scheduled hearing.

PROFESSIONAL SOCIETIES:

Member: National Academy of Arbitrators; Society of Professionals in Dispute Resolution; Industrial Relations Association of Northern California (Executive Board, 1990-1, President, 1991-2); National Association of Administrative Law Judges; Sacramento County Bar Association, Labor Law Section; National Panel of Consumer Arbitrators; California State Bar Association, Fee Arbitration Panel; Better Business Bureau, Autoline Arbitration Board; American Arbitration Association National Panel for Recognition and Representation Disputes.

PROFESSIONAL ACTIVITIES:

Listed with: Federal Mediation & Conciliation Service; American Arbitration Assn; National Mediation Board; California State Mediation Service; California Public Employment Relations Board; Los Angeles City Employee Relations Board; Iowa Public Employment Relations Board; Illinois Educational Labor Relations Board; Washington Public Employment Relations Board; Nebraska Commission of Industrial Relations; Oregon Employment Relations Board; Virgins Islands Public Employment Relations Board; and Phoenix City Employment Relations Board. Member, Sacramento City Civil Service Commission.

Teaching: Adjunct Instructor, Labor Relations and Labor Law - National University (1988-present); Instructor, Labor Relations and Labor Law - Des Moines Area Community College (1982-5). Dispute resolution trainer for American Arbitration Association, George Meany Center for Labor Studies., U.S. Forest Service, California State Employees Association, Peace Officers Association of California, National Federation of Federal Employees, California State Firefighters Association, and Iowa Public Employment Relations Board, California State Firefighters Association, Public Employees Union Local #1, California State Bar Association-Labor Law Section, and Montana Board of Personnel Appeals;

Author: "Mediation Effectiveness in Public Sector Arbitration Systems - The Iowa Experience" Arbitration Journal (June 1984); "Factfinding: The Success Story in the Iowa Public Sector" 32 California Public Employment Relations No. 71 (December, 1986); "Interest Arbitration for California Police and Firefighters - New Dynamics, New Concerns" California Public Employment Relations No. 145 (December, 2000); "Statutory Construction in Impasse Resolution Under S.B. 402: A Call for Alternative Methods" California Public Employee Relations No. 149 (August, 2001).

Author/Editor: California Labor Law Digest and EEO - Discrimination in Employment Digest (California Chamber of Commerce, 1991-5)

Formerly: Ad hoc Hearing Officer, Iowa Civil Rights Commission; Ad hoc Mediator, Minnesota Bureau of Mediation Services; Mediator-Arbitrator, Des Moines Pastoral Council; Program Coordinator, Midwest Consortium of Neutral Agencies; Community Mediator, Polk Co. Neighborhood Mediation Board.