

Email: arbitratorhurley@yahoo.com

Present Occupation: Arbitrator

| First Business Address | Second Business Address | Third Business Address |
|-------------------------------------------------------------------------------|--------------------------------------------------------------------|-------------------------------|
| 973 N. Shadeland Ave., #132 Indianapolis, IN. 46219 Phone: 317-202-9011 | 4702 Old Oak Drive Little Rock, AR 72223 Phone: 501-868-6392 | Albuquerque, N. M. |

EDUCATION:

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|--------------------------------|----------------------------|
| Ph. D. Business Administration | Southwest University, 1991 |
| MHRD Human Resources Dev. | American University, 1986 |
| BA Business Administration | Findlay University, 1983 |

ARBITRATION/LABOR RELATIONS EXPERIENCE:

2003 - present: Arbitrator. Arbitrate labor and employment cases for FMCS.

1994 - 2006: Director - Human Resources/Hearing Officer for a 25,000 student, 4,000-employee school district. Responsible for employment, EEOC compliance and complaint resolution, grievance resolution, arbitration, and contract negotiation. Also, act as a neutral hearing officer for suspension/ expulsion recommendations.

1988 - 1994 Director - Human Resources, James River Corporation (now Georgia Pacific Corp.) Responsible for employment, EEOC compliance and complaint resolution, grievance resolution, arbitration, and contract negotiation. 600-1500 hourly workers (Paperworkers Union).

1987 - 1988 Director - Human Resources, Textileather Co. Responsible for employee relations, labor relations and arbitration. 450 hourly (Textileworkers union).

Director - Human Resources, Acklin Stamping - Division of Tecumseh Products. Responsible for employee relations, labor relations and arbitration.

250 Hourly (Steelworkers union)

1984 to 1987 Corporate Training, Facilitator, H. R. Director, Sheller Globe Corp. 300 hourly (Teamsters union).

1958 to 1984 Factory Worker/Union President, Customer Service Rep., District Manager, Engineer, Q. C. Facilitator, Cummins Engine Company Various positions promoting from shop floor to management positions.

INDUSTRIES:

Automotive, Chemicals, Education, Foundry, Machinery, Metal Fabrication, Office Workers/Clerical, Plastics, Pulp and Paper, Textile.

ISSUES:

Affirmative Action, Absentecism, Arbitrability, Bargaining Unit Work, Demotion, Discipline (Non-discharge), Discipline (Discharge), Discrimination, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Postings, Layoffs/Bumping/Recall, Management Rights, Past Practices, Pension and Welfare Plans, Promotion, Seniority, Sexual Harassment, Work Stoppages, Sub-Contracting, Job Classifications and Rates, Overtime Pay, Vacation Pay, Work Hours, Schedules/Assignments, Working Conditions.

ARBITRATION ROSTERS:

Federal Mediation and Conciliation Service

FEES:

PER DIEM FEE: \$900; DOCKETING FEE: \$100; CANCELLATION FEE: (See Below)

Grievance Arbitration: The fee is \$900.00 per day for hearing, and for research and preparation of the 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 two calendar weeks (14 days), the per diem fee for each day of hearing shall be charged if another matter cannot be set in its place.

Docketing Fee: A docketing fee is charged when the parties and arbitrator schedule a hearing date. If the arbitrator hears and decides the case, the docketing fee will not be charged. If the case is cancelled or postponed, the docketing fee plus any applicable cancellation fees will be charged.

Interest Arbitration, Fact-finding and Labor Mediation: Arbitrator charges \$1000 per day (for up to 8 hours). Time for research and preparation is prorated at \$150.00/hour.

Travel Time: Arbitrator charges pro-rated per diem fee for any portion of a travel day up to eight hours on non-hearing days. Fee is prorated for travel time over eight hours for one day at \$100.00/hour.

Expenses: Arbitrator charges actual cost of reasonable expenses, including airfare, car rental/taxi, food, and lodging. Automobile mileage is charged at the applicable IRS expense rate. Arbitrator charges actual cost for copying, phone, and clerical assistance. Automobile