

DR. RICHARD D. KIMBEL DBA

Email: kimbel@michiana.org

Present Occupation: Arbitrator, Mediator, Fact Finder

Business Address:

60901 Whispering Hill's Drive
South Bend, IN 46614
Phone: (574) 291-1296
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PROFESSIONAL AFFILIATIONS:

Association of Conflict Resolution (ACR)
Academy of Management (AOM)
Labor and Employment Relations Association (LERA)
Society of Human Resource Management (SHRM)
Indiana Continuing Legal Forum

EDUCATION: Bethel College (B.S. Organizational Management, Magna Cum Laude; M.B.A., Business Administration); Nova Southeastern University (Doctorate in Business Administration (D.B.A.) Major-- Management).

CERTIFICATIONS:

AAA: American Arbitration Association
FMCS: Federal Mediation and Conciliation Service
NASD: National Association of Securities Dealers

ARBITRATION/LABOR RELATIONS EXPERIENCE:

Thirty years experience in Labor Relations as an advocate for labor and management. This coupled with an academic education gives the unique perspective of looking at issues through the lens of one who has been on both sides of the table. Fully understand the collective bargaining agreement dispute mechanisms from the point of a DFR, to the interpretative disagreements on the language of the CBA. As a union or management representative I have negotiated MCBA's and Local CBA's, prepared and presented numerous arbitrations. I currently serve as arbitrator or mediator for the following organizations: Indiana Continuing Legal Forum; American Arbitration Association; Federal Mediation & Conciliation Service; National Association of Securities Dealers, and the Council of Better Business Bureaus.

WORK HISTORY:

Arbitrator, Mediator, Fact Finder, Self-employed, 2001-present;
Director Human Resources / Special Projects, Uniroyal Technology Corporation, 1993-01;
Benefits Representative for URW wage employees; Vice President and President Local 65 URW;
International Executive Board Officer URW; Stationary Engineer, Uniroyal Plastics 1978-93.

INDUSTRIES:

Federal Sector and Public Sector experience.
Auto, chemical, coal, federal sector, insurance, manufacturing, plastics, rubber, shoe, steel, textile, transportation.

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ISSUES:

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Pension Claim (Fed. Statute), Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages: Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats.

PERMANENT PANELS:

Social Security Administration and American Federation of Government Employees

ARBITRATION ROSTERS:

American Arbitration Association
Federal Mediation and Conciliation Service
National Association of Securities Dealers
Council of Better Business Bureaus

MEDIATION ROSTERS:

Indiana-----Registered Domestic Relations Mediator

SIGNIFICANT PUBLICATIONS:

The Relationship Between Employees' Constructive Thinking Ability, And Organizational Commitment. Proquest, 2002.

"Is Employee Loyalty Really Dead". What are the causes? Can Employee Loyalty be Revived? IBAM Conference, San Diego CA 2000

Fees: Per Diem Rate: \$800.00

A hearing is any portion of a day up to eight hours. Hearing day hours in excess of eight will be billed at one hundred dollars per hour. Time for reviewing testimony, exhibits, arguments and award preparation is prorated based on the per diem rate. Travel up to two hours duration is included in said per diem rate. Travel beyond two hours is prorated based on per diem rate. Actual costs of reasonable expenses for travel, meals, and lodging. Arbitrator reserves the right to determine if overnight stay is necessary to insure the arbitrator's timely attendance at the hearing. Mileage is charged at the applicable IRS rate. Once hearing date is set, in the event of postponement, withdrawal, or settlement with less than twenty one calendar days notice a per diem fee will be charged. Parties will be charged for any non-refundable expenses, such as airfare incurred after a hearing is scheduled.