

ANDRIA S. KNAPP
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ARBITRATION AND DISPUTE RESOLUTION
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PROFESSIONAL NEUTRAL SERVICES—ARBITRATION, MEDIATION AND DISPUTE RESOLUTION

EXPERIENCE

1991-present Sole Practitioner, Northern California. Arbitration since 1978; mediation since 1985, specializing in labor, employment and related matters. Full-time since 1991.

Arbitration Panels: American Arbitration Association (Labor, Employment, Commercial); FMCS (Labor); CSMCS (Labor); Duke Law School Private Adjudication Center.

Selected Permanent Labor Arbitration Panels: California State University and California Faculty Association; Kennecott Utah Copper and United Steelworkers of America; USS-POSCO and USWA; American Broadcasting Corp. and National Association of Broadcast Engineers and Technicians.

Mediation Panels: AAA; U.S. District Court, Northern District of California; Merrill Lynch Claims Resolution Program; Mediation Research and Education Project.

1999-2001 Mediator, Merrill Lynch Claims Resolution Program.

1994-1997 Referee, Dalkon Shield Arbitration Program, Duke University Law School Private Adjudication Center. Heard and decided 250-300 individual claims in major products liability class action.

1997-1998 Facilitator, Breast Implant Litigation Revised Settlement Program, *Lindsey v. Dow Corning et al.*, MDL 926; mediator, breast implant cases.

1990-1992 Special Master, U.S. District Court, Northern District of California. *Kraszewski v. State Farm Insurance Co.* (Title VII sex discrimination class action). Hearing officer for individual claims.

1985-1993 Grievance Mediator, Port Authority of Allegheny County Transit and ATU, Local 85, Pittsburgh, Pennsylvania. Designed and administered grievance mediation system for major urban transit authority and its primary union, handling on average 200 cases/year.

1980-1981 Special Master, U.S. District Court, Eastern District of Michigan. *Stamps et al. v. Detroit Edison Company* (Title VII race discrimination class action). Responsible for all administration of remedies phase of class action, conducting

hearings for class members, and overseeing negotiation and distribution of multi-million dollar settlement for more than 1500 class members. (Assistant Special Master, 1978-1979).

1976-1978 **Arbitration Intern, Professor Harry T. Edwards, Harvard Law School, Cambridge, Massachusetts.** (Professor Edwards is now Senior Judge, U.S. Court of Appeals, District of Columbia Circuit.)

ACADEMIC TEACHING (1976-1991)

1990-1991 **Golden Gate University School of Law, San Francisco, CA.** Visiting Association Professor. (Torts, labor and employment law.)

1989-1990 **George Washington University National Law Center, Washington, DC.** Visiting Associate Professor. (Torts, labor law, negotiation and arbitration.)

1985-1988 **Hastings College of the Law, San Francisco, CA.** Adjunct Professor (Negotiations.)

1978-1985 **University of Pittsburgh School of Law, Pittsburgh, PA.** Assistant Professor. (Labor and employment law, negotiation and arbitration.)

1976-1978 **Boston College School of Law, Newton, MA.** Instructor. (Legal research and writing; negotiation and arbitration.)

Present Active in public speaking and dispute resolution training for a variety of professional associations and private dispute resolution providers.

OTHER LEGAL EXPERIENCE

1976-1977 **American Bar Association Section on Labor Relations Law, Chicago, IL.** Section Editor. Editorial and publication responsibility for annual reports and proceedings of Section's National Institute seminars.

1975 **Hunton, Williams, Gay & Gibson, Richmond, VA.** Summer Law Clerk.

1974 **Markbys (Solicitors), London, England.** Summer Law Clerk.

NON-LEGAL EXPERIENCE

1973 **British Government, Price Commission, London, England.** Consulting Economist. (March-August)

1971-1973 **United States Price Commission, Office of Price Policy, Washington, DC.** Economist and Special Assistant to the Director.

EDUCATION

Harvard Law School, J.D. cum laude, 1976. Board of Student Advisors; International Law Society, Executive Board.

University of Virginia, Graduate School of Arts and Sciences, 1970-1971 (Public Finance). Governor's Fellowship.

Duke University, B.A., 1970 (Economics). Dean's List. Chair, SU Arts Committee.

HONORS AND AWARDS

Distinguished Service Award for Labor-Management Arbitration, American Arbitration Association, 1995.

PUBLICATIONS

Chapter Author, "*Leaves of Absence*," Bornstein, Gosline, and Greenbaum, eds., **Labor and Employment Arbitration** (Matthew Bender, 1997).

Rothstein, Knapp, and Liebman, **Cases and Materials on Employment Law** (2d ed.), Foundation Press (1991).

Anatomy of a Public Sector Bargaining Unit, 35 **Case Western Reserve L. Rev.** 395 (1985).

Editor, **Labor Relations Law Problems in Hospitals and the Health Care Industry**, Proceedings of a National Institute Program (ABA Section of Labor Relations Law 1977).

Editor, **Labor Relations Law in the Public Sector**, Proceedings of a National Institute Program (ABA Section of Labor Relations Law, 1977).

PROFESSIONAL AFFILIATIONS AND ACTIVITIES

Admitted to the Bar, California and Massachusetts.

National Academy of Arbitrators. Managing Editor, *The Chronicle* (tri-annual newsletter), 1993-1997.

VOLUNTEER AND COMMUNITY ACTIVITIES

Center for Urban Education About Sustainable Agriculture (Ferry Plaza Farmers Market), 1992-2003. Board of Directors. (President, 1998-1999; Secretary, 2000-2003). Designed and implemented overhaul of Board governance structure; negotiated Ferry Building lease.

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Fee Schedule for Labor Arbitration and Grievance Mediation Services

This sheet describes the fees and expenses I charge for labor arbitration and grievance mediation. Unless other charges are separately noted at the time of appointment, only those fees and expenses described below will be charged. Unless otherwise directed by the contract or by other arrangement, all fees and expenses charged are divided equally between the parties.

(1) Hearing Time

(a) The arbitration per diem is \$1000.00 for each day or portion thereof spent hearing a case. Grievance mediation services are charged at \$1250.00 per diem.

(b) If a hearing day exceeds 8 hours, a prorated per diem will be charged.

(2) Study Time

Study time is charged at \$1000 per day for each day spent preparing an arbitration opinion and award. This charge will be prorated by the half day for partial days devoted to such preparation. In grievance mediation, there is no charge for additional study and preparation time to memorialize any settlements reached.

(3) Travel Time and Expenses

(a) Expenses (for example, meals, lodging, parking and tolls) are billed at the actual amount incurred. Mileage is billed at \$0.35/mile for any travel over 60 miles round trip from my office in San Francisco.

(b) Travel time is charged when such time plus the time spent in hearing exceed twelve hours in a calendar day or if travel is required on the day before or after the hearing date. The charge for travel time is a prorated per diem.

(4) Cancellation or Postponement Fees

A charge of one day's per diem will be assessed for *each* scheduled hearing day that is *changed or canceled* by the parties within one calendar month of the date of the hearing. Notification by telephone or facsimile is acceptable, with written confirmation of the change or cancellation to follow.

(5) Miscellaneous

There is no charge for costs of administration, docketing, or preparation and distribution of awards, except in unusual circumstances.

If you have any questions, please contact my office. Thank you.