William J. Mc Ginnis, Jr.
Arbitrator
Email: wjmcginnis@usa.net No hearing cancellations accepted by Email
Present Occupation: Arbitrator/Mediator/Special Master/Fact Finder/College Professor

All Notices to this office
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Punta Gorda, Florida 33955
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Professional Affiliations:
American Arbitration Association
Industrial Relations Research Association (Chapter President-Central Florida)
Dispute Resolution Section ABA
ADR Labor/Employment/Commercial Conference Commission

Education:

Certificate in Employment Law	Stetson University,	1993
Certificate in Labor Law	FSU School of Law,	1988
MS Industrial Relations	Rutgers University,	1983
LL.B	La Salle Ext University	1972
BS Industrial & Labor Relations	La Salle University,	1967

Certification: (Licenses)

Arbitration	New Jersey & Florida	1983	1986
Mediation	New Jersey & Florida	1984	1991

Arbitration/Labor Relations Experience:
1986 - Present: Arbitrator/Mediator/Special Magistrate handling labor, employment, commercial, Ethics and Port Security cases for FMCS, AAA, NMB and permanent panels. Also teaching graduate level courses at National Louis University, Graduate School of Business, Tampa, Florida. **1984-1986:** Member of the Federal Labor Relations Authority, Presidential Appointee as one of 3 members of the Authority and after service on the FLRA, served as Special Assistant to the Chair of the National Mediation Board. **1982-1986:** Vice Chairperson of the President's Committee on Vocational Education. **1980 -1984:** Elected Commissioner, Long Beach Township responsible for Public Works, Public Safety, Beach & Health Departments. **1967-1984:** Certified & Accredited Professional Management Consultant, founded multi-state management consulting practice specializing in human resources, labor relations, regulatory compliance and negotiations. Served as International President of Society of Professional Management Consultants.

INDUSTRIES:
Aerospace; airlines; advertising; agriculture; automotive; bakery; banking; beverage; building products; brewery; broadcasting; chemicals; clothing; coal; communications; construction; education; electrical equipment; electronics; entertainment/arts; food(manu./proc./service); foundry; furniture; health care; hotels/motels/casinos/resorts; hospital/nursing home; iron; lumber; machinery; maritime; meat packing; metal fabrication; nuclear energy; office workers/clerical;

INDUSTRIES Continued:
organizations; packaging; petroleum/petrochemicals; pharmaceuticals; plastics; plumbing; police and fire; printing and publishing; prison guard; railroads; real estate; refrigeration/HVAC; restaurants; retail stores; rubber/tire; shipbuilding/dry-dock; sports; steel; textile; tobacco; transportation; trucking and storage; utilities; warehousing.

ISSUES:
Affirmative, Action; absenteeism; Arbitrability; Bargaining Unit Work; Conduct (Off Duty) Personal; 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 (Federal Statute); Promotion; Retirement; Safety/Health Conditions; Seniority; Sexual Harassment; Strikes, Lockouts, Work Stoppages, Slowdowns; Subcontracting/Contracting Out; Tenure/Reappointment; Union Security; Cost-of-living; Holidays; Classification, Overtime, Severance, Vacations; Work Hours; Work Conditions; Violence/Threats.

PERMANENT PANELS:
Postal Service-APWU UMEGA; Special Master (Several Florida Cities); Miami-Dade County Hearing Examiner Panel; Port Of Miami Security Panel; Florida Public Employees Relations Commission, Lucent-IBEW Technology Panel; Social Security/AFGE National panel

ARBITRATION ROSTERS:
National Mediation Board, American Arbitration Association (Labor, Employment, Commercial) Federal Mediation & Conciliation Service, U.S. Administrative Conference

SIGNIFICANT PUBLICATIONS:
"Handbook of Management for the Growing Business" Van Nostrand Reinhold, 1988. "Interest Arbitration in Perspective" Government Union Review, 1989. "Successful Techniques of Negotiations", Management Education Institute, 1996. "Problem Solving with ADR" Column.

FEES:
PER DIEM FEE: $850.; **DOCKETING FEE:** $125.; **CANCELLATION FEE:** $850. Per scheduled day of hearings; The per diem fee is charged for travel days, hearing days, research, preparation & drafting of opinions/awards. A hearing day is any part of a day up to 8 hours.

Cancellation Policy: if the scheduled hearing is postponed or canceled with notice of less than four calendar weeks (30 days), the per diem fee for each day of hearing shall be charged. For Hearings of 3 days or more, a notice period of 6 weeks (42 days) will apply.

Interest Arbitration, Fact Finding, Mediation, Hearings Charged by the Hour as per CBA Language or Telephone Hearings: Arbitrator charges $ 175.00 per hour with a with a four hour minimum charge for any scheduled day. Same cancellation fees apply as with arbitration as set forth above. **Travel Time:** is charged at $150.00 per hour.

Expenses for All Types of Cases: Actual cost of expenses for travel, food, lodging, secretarial services, copying, postage/express delivery and phone use.