

MICHAEL B. McREYNOLDS
Labor and Employment Arbitrator

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PROFESSIONAL EMPLOYMENT HISTORY

- U.S. Equal Employment Opportunity Commission
 - Deputy Director, New Orleans District Office, 1988 to 1995
 - Director, Indianapolis District Office, 1987 to 1988
- National Labor Relations Board
 - Assistant Regional Director, Houston, Texas, 1978 to 1987
 - Resident Officer, Las Vegas, Nevada, 1976 to 1978
 - Labor-Management Relations Examiner (Field Examiner), Memphis, Tennessee, 1971 to 1976
- United States Army, 1961 to 1968
 - Distinguished Graduate, Infantry Officer Candidate School, Fort Benning, Georgia, 1966

EDUCATION and SPECIALIZED TRAINING

- University of Florida, Gainesville, Florida (B.A., Political Science, 1971)
- Executive Seminar Center, Berkeley, California (1978)
- Federal Executive Institute, Charlottesville, Virginia (1980)
- Employment Arbitrator Training, American Arbitration Association, Dallas, Texas (1996)
- Employment Arbitrator Training, American Arbitration Association, Irvine, California (1999)
- Arbitration Workshops/Seminars, National Academy of Arbitrators (1999 – 2010)
- Annual Continuing Arbitrator Education workshops, American Arbitration Association (1999 – 2009)

PROFESSIONAL AFFILIATIONS

- National Academy of Arbitrators, Member 2009 – present

ARBITRATION PANEL MEMBERSHIP

- American Arbitration Association
 - Employment Law Panel of Neutrals
 - Labor Panel of Neutrals
- Federal Mediation and Conciliation Service
- U.S. Department of Labor and National Council of Field Labor Locals, AFGE, AFL-CIO, Regional Arbitration Panel (Disciplinary and Adverse Actions)
- United States Postal Service and American Postal Workers Union (Permanent Panels)
 - Regular Arbitration Panels – Fort Worth and Rio Grande Districts
 - Expedited Arbitration Panels – Dallas and Fort Worth Districts
- United States Postal Service and National Postal Mail Handlers Union (Permanent Panel)
 - Southwest Regular Contract and Regular Discipline Arbitration Panels – Dallas and Houston Districts
- National Mediation Board

ARBITRATION EXPERIENCE

- Industries
 - Automotive; Building Products; Cement; Chemicals; Communications; Construction; Education, including cases under Alabama Teacher Tenure Act; Federal Sector - Grievance, including Law Enforcement and Prison Guards; Health Care; Hospital/Nursing Home; Manufacturing; Medical/Dental Practices; Metal Fabrication; Postal Service; Petroleum/Petrochemicals; Printing and Publishing; Public Sector - Grievance, including Local Governments, Police and Fire; Public Sector – Interest; Pulp and Paper; Railroads; Real Estate Management; Refuse/Garbage Collection; Transportation; Trucking and Storage; Utilities.
- Issues (Labor/Employment)
 - Absenteeism; Affirmative Action; Agency Fees (Labor organizations); Arbitrability; Assignment of Work; Bargaining Unit Composition; Bargaining Unit Work; Conduct, including off-duty and personal; Discipline (Non-Discharge), including discipline of stewards; Discipline (Discharge); Discrimination, including Age, Disability, Race, Sex, Religion, and National Origin, as well as Reasonable Accommodation and Retaliation; Drug/Alcohol Offenses; FLSA, including overtime; FMLA, including eligibility questions; Dishonesty/theft; Drug testing; Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Health/Hospitalization; Hiring Practices; Interest arbitration; Job Performance, Job Posting/Bidding; Jurisdictional Disputes; Last Chance Agreements; Layoffs/Bumping/Recall; Management Rights; Official Time; Past Practices; Performance evaluations; Safety/Health Conditions; Seniority; Settlements; Sexual Harassment; Subcontracting/Contracting Out; Wages, including Cost-of-Living Increases, Overtime Pay and Vacation Pay; Work Hours/Schedules/Assignments; Working Conditions; Violence or Threats.
- Issues (Other)
 - Attorney fee disputes; Margin calls; Suitability of recommended investments
 - Covenants not to compete
 - Tortious breach of contract; breach of implied covenant of good faith and fair dealing; fraud; breach of fiduciary duty

PUBLISHED AWARDS

- City of Norman, Oklahoma, and Fraternal Order of Police, Lodge 122, 115 LA 827; 01-1 ARB ¶3783.
- U.S. Immigration and Naturalization Service and AFGE, 115 LA 1489; 01-2 ARB ¶3875.
- Weber Aircraft, Inc., and General Warehousemen and Helpers, Local 767, affiliated with International Brotherhood of Teamsters, 01-2 ARB ¶3997.
- U.S. Department of Housing and Urban Development and AFGE, 116 LA 1364; 02-1 ARB ¶3115.
- City of Del City, Oklahoma, and International Association of Fire Fighters, Local 2171, 117 LA 393.
- Domtar Industries, Inc., and PACE, Local 5-1329, 120 LA 801.
- Federal Bureau of Prisons and AFGE, Local 922, 127 LA 686.