

M. SCOTT MILINSKI

E mail: scottmarb@aol.com

Present Occupation: Arbitrator, Mediator and Labor/Management Consultant

Business Address

2637 E. Atlantic Blvd. #179
Pompano Beach, FL 33062-4939

Phone: (954) 781-0454

Cell: (954) 610-4589

Fax: (954) 941-0516

PROFESSIONAL AFFILIATIONS:

Labor and Employment Relations Association

EDUCATION:

MA Public Administration University of Dayton, Ohio, 1972

BA Political Science Miami University, Ohio, 1969

Police Internal Affairs School Southern Police Institute, 1993

Executive Program for Labor-Management Cooperation, Harvard University, 1999

CERTIFICATIONS:

Florida Supreme Court County Court Mediator

ARBITRATOR ROSTERS/PANELS:

American Arbitration Association

Federal Mediation and Conciliation Service

FINRA

Florida Public Employees Commission – Special Magistrate

Miami-Dade County, Florida – AFSCME, GSAF, IAFF, PBA and TWU

Warner Robins Air Force Base, Georgia - AFGE

ARBITRATION/LABOR RELATIONS EXPERIENCE:

2005 – Present: Arbitrator, Mediator and Labor/Management Consultant. **1986 to 2005,** Employee Relations Director, City of Fort Lauderdale, Florida: labor contract negotiations, contract administration, grievance/arbitration, and related labor relations matters. **1984 to 1986,** Industrial Relations Director, Hamilton Allied Corp., Hamilton, Ohio. Direct human resources, labor relations and plant safety activities for two manufacturing facilities. **1977 to 1984,** City of Hamilton, Ohio, Administrative Specialist: labor contract negotiations, contract administration, grievance/arbitration, EEO compliance and related matters. **1974 to 1977,** Regional Manager, State of Ohio, Division of Personnel: direct regional office, pay and class studies, training and personnel audits. Adjunct Professor, Miami University, School of Business and University of Dayton, Political Science Department.

2003, President, National Public Employer Labor Relations Association (NPELRA)

2000/01, Board Member, Program Chair, Florida Labor-Management Committee, Orlando, Florida

1994, President, Florida Public Employer Labor Relations Association (FPELRA)

1995, NPELRA Pace Setter Award for innovation in labor-management programs

INDUSTRIES:

Aircraft Maintenance, Airports, Car Rental, Code Enforcement, Communications, Construction, Detention, Engineering, Entertainment, Fire and Life Safety, Foundry, Health Care, Iron, Lenin Services, Machinery, Maintenance, Manufacturing, Marine, Office Workers/Clerical, Parking Systems, Parks and Recreation, Police and Fire, Power Plants, Professional, Public Works, Steel, Transit, Water/Wastewater Utilities.

ISSUES:

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 of Absence, Vacation, Grievance, Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping and Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Performance Appraisal, 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, Union Leave, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions, Work Orders, Violence or Threats.

SIGNIFICANT PUBLICATIONS:

“Arbitration in the Public Sector: A California Case and the Florida Experience”, Proceedings of the National Academy of Arbitrators Fifty-Sixth Annual Meeting, 2003;
“Obstacles to Sustaining a Labor-Management Partnership”, IPMA, Spring Quarter 1998;
“Team Building in a Union Environment”, ICMA, MIS Report, December 1996;
“Fort Lauderdale CALM, a Model for Successful Labor/Management Partnerships”, Quality Cities Magazine, Florida League of Cities, September 1995

FEES:

Per Diem \$ 850 Cancellation See Below Docketing \$150

Grievance Arbitration: Per Diem fee of \$ 850 per day. A day is any portion of a day up to eight hours. A minimum fee of one per diem is charged. Actual hearing time in excess of eight (8) hours in one day is charged in ½ day increments. Time for travel, research, preparation, deliberation and drafting is charged in ¼ day increments. No travel time charge for travel times of less than 45 minutes each way.

Docketing Fee: \$150: 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.

Cancellation Policy: If a scheduled day is postponed or cancelled with notice of less than thirty (30) days the Per Diem fee shall be charged for each day of the scheduled hearing. Docketing fee may also apply.

Joint Obligation: Fees and expenses are jointly and severally the obligation of both parties. The bill may be divided for the convenience of the parties, but such division does not release the parties’ joint obligation for the entire bill. All fees and expenses are due and payable within forty-five days of receipt of invoice. Delinquent accounts will be charged a \$50.00 rebilling fee.

Interest Arbitration, Fact-finding and Labor Mediation: Fees are the same as Grievance Arbitration.

Expenses: Arbitrator charges full reimbursement for all expenses advanced by him, including airfare, taxi, car rental, meals, and lodging. Automobile mileage is charged at the applicable IRS expense rate; air fair at full reimbursement coach fare. Charges are based on travel from closest business address. Arbitrator charges actual expenses incurred for telephone, copying, and postage.