

M. SCOTT MILINSKI

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Present Occupation: Arbitrator

First Business Address

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Second Business Address

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Please use First Business Address for
all communication and correspondence

EDUCATION:

MA Public Administration University of Dayton, Ohio
BA Political Science Miami University, Ohio

Executive Program for Labor-Management Cooperation, Harvard University

ARBITRATOR ROSTERS/PANELS:

American Arbitration Association
Federal Mediation and Conciliation Service
Florida Public Employee Relations Commission – Special Magistrate
Miami-Dade County, Florida – AFSCME, GSAF, IAFF, PBA and TWU
National Mediation Board
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 multiple 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

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INDUSTRIES:

Aircraft Maintenance, Airports, Ambulance, Car Rental, Code Enforcement, Communications, Construction, Corrections, Education, Engineering, Entertainment, Fire and Life Safety, Foundry, Health Care, Iron, Information Systems, Lenin Services, Machinery, Maintenance, Manufacturing, Marine, Military, Office Workers/Clerical, Parking Systems, Parks and Recreation, Police, Postal, Power Plants, Public Sector, Transit, Steel, Teachers, Water/Wastewater Utilities, and miscellaneous Manufacturing.

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 Care Services, 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, Representation, 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:

Charlotte Co. Florida Board of County Commissioners and International Union of Painters and Allied Trades, District Council 78, 128 LA, 1018-1024.

“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;

FEES:

Per Diem: \$1,000

Cancellation: See Below

Docketing: \$200

PER DIEM FEE: Per Diem fee of \$1,000 per day. A day is any portion of a day up to seven hours. Actual hearing time in excess of seven hours in one day is prorated based on a seven hour day. Time for travel, research, preparation, deliberation and drafting is prorated based on a seven hour day.

TRAVEL TIME: No travel time charge for travel times of less than 45 minutes each way. Travel time will be charged at one-half day’s per diem, each way, for travel more than 100 miles the from Pompano Beach or Cincinnati addresses.

TRAVEL EXPENSES: For hearing sites within Florida, travel by private automobile will be charged at the applicable IRS expense rate from the Pompano Beach address. For hearing sites within Ohio, or within 100 miles of Cincinnati, travel by private automobile will be charged at the applicable IRS expense rate from the Cincinnati the address. For all other hearing sites, non- refundable coach airfare will be charged. Lodging, meals, rental car and parking expenses will be charged at actual cost.

CANCELLATION POLICY: One day per diem fee is charged for each hearing date cancelled or postponed within 30 days of the scheduled hearing date. Docketing fee: \$200.

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 sixty days of receipt of invoice. Delinquent accounts will be charged a \$100 rebilling fee.