

JAMES F. SCEARCE

eMail: jfscearce@aol.com

Present Occupation: Private Arbitrator (and occasionally Mediator)

First Business Address: 3212 E. Lakeshore Dr. Second Business Address: None
Tallahassee, FL 32312
Telephone: (850) 386-6094

PROFESSIONAL AFFILIATIONS: NAA

EDUCATION:	School	Degree	Year
	Univ of NC	BSBA	1956
	Fla St Univ	MS-Mgt	1968

ARBITRATION/LABOR RELATIONS EXPERIENCE: 1977-Present, Arbitrator; 1976-77, National Director-FMCS; 1974-75., Deputy Director-FMCS; 1973-Labor Consultant, EPA; 1969-72, Special Asst, Labor/Management Relations Admin-USDOL; 1965-68, Labor Consultant (Mediation), NASA; 1958-65, Ind Rel Mgr- Douglas A/C, S/E Opns

INDUSTRIES: Airlines, Railroads, Manufacturing, Commercial, Sports, Mail/Package Hand-ling & Delivery, Clothing, Paper, Food, Utilities, Communications, Construction, Printing/ Publishing, Metal Fabrication, Arts/Entertainment, Aerospace, Coal, Health Care, Hotel/ Restaurants, Lumber

ISSUES: All listed below

PERMANENT PANELS: UPS/IBT; Kroger/UFCW, Perry Ellis/UNITE, Hawaiian Air/ALPA

ARBITRATION PANELS: FMCS, AAA, NMB

PUBLISHED CASES: Not offered by me but may have been published by others

PER DIEM FEE: \$1,000.00

CANCELLATION /POSTPONEMENT FEE: One per diem rate where a hearing date, once agreed-upon and scheduled, is withdrawn or otherwise not utilized, notice to that effect coming within thirty (30) days of such hearing date

ISSUES: Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge, Discrimination, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/ Hospitalization, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/ Bumping/Recall, Management Rights, Contract Terms, Overtime, Past Practices, Pensions, Rates of Pay, RIF, Call-in, Callback Pay, Safety, Scheduling of Work, Seniority, Union Business, Vacations and Vacation Pay, Work Performance, Worker Comp., AWOL, COLA, Contracting Out, Guaranteed Work Week, Insubordination, Leave of Absence, Merit Pay, Fringe Benefits, Performance Appraisal, Promotions, Reassignment, Shift Hours, Hours of Work, Sick Leave, Wages, Work Week Change, Sexual Harassment, Grievance Mediation.