

**CAROL J. TIDWELL, J.D.**

**E-mail Address:** [caroljtidwell@gmail.com](mailto:caroljtidwell@gmail.com)

**Present Occupation:** Arbitrator

**Business Address:**

3517 Hemmingway Drive  
Janesville, Wisconsin 53545  
Phone: 612.987.5471

**PROFESSIONAL AFFILIATIONS:**

Wisconsin State Bar Association; LERA-Wisconsin; LERA-Chicago

**EDUCATION:**

J.D. with honors, 1979, William Mitchell College of Law, St. Paul, MN  
B.A. with honors, 1972, State University of New York, College at New Paltz

**CERTIFICATIONS:** Licensed to practice law in Wisconsin (inactive) and Minnesota (inactive)

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

**2010 – Present: Labor arbitrator** of grievance and other contract disputes in private sector

**1997 – 2009 Federal Mediation & Conciliation Service;** Minneapolis, MN; Mediator

*Responsibilities included:* mediating private sector labor agreements and grievances, mediating individual employment and constituent disputes for Federal agencies

2000 – 2009 Served as member and chair of the agency's **Arbitrator Review Board**, the agency group charged with recommending the admission and removal of arbitrators from the agency's roster, proposing rules by which the roster operates, as well as recommending the resolution of significant complaints by parties against roster arbitrators

**1985 – 1997 Allina Hospitals and Clinics;** Minneapolis, MN; Associate General Counsel

Company is a health care provider with over 22,000 employees in hospitals, clinics, and other health care entities in the Twin Cities, outstate Minnesota, and western Wisconsin

*Responsibilities included:* representing the company in labor matters including arbitration and employment matters; negotiating, drafting and interpreting collective bargaining agreements; drafting and interpreting company employment policies; conducting internal investigations of all types; negotiating employment contracts for executives and physicians; advising business units on health care and other relevant legal matters; conducting due diligence for mergers and acquisitions; negotiating commercial contracts for the purchase of medical equipment; managing liability insurance and risk program; managing outside counsel; drafting and interpreting medical staff bylaws; representing hospitals in due process hearings concerning the staff privileges of physicians; developing and conducting training for employees and physicians that incorporated new laws and regulations into business operations; serving on several hospital Institutional Review Boards

**1979 – 1985 Ministers Life Insurance Company;** Minneapolis, MN; Staff attorney and General Counsel

**PUBLISHED CASES:**

130 LA 211; 129 LA 1335; 128 LA 1324

**INDUSTRIES:**

**(As an arbitrator)** Education, Manufacturing, Health Care, Hospitals, Federal Sector, Construction, Cement

**(As a mediator)** Agriculture, Bakery, Beverage, Broadcasting/TV, Cement, Chemicals, Clothing, Coal, Communications, Construction, Electrical Equipment/Appliances, Entertainment/Arts, Food, Foundry, Furniture, Glass/Pottery, Grain Mill, Health Care, Hotels/Motels/Casinos/Resorts, Hospital/Nursing Home, Machinery, Meat Packing, Metal Fabrication, Mining, Office Workers/Clerical, Organizations, Packaging, Printing and Publishing, Prison Guard, Pulp and Paper, Restaurants, Retail Stores, Rubber/Tire, Stone/Quarry, Transportation, Upholstering, USPS, Utilities, Warehousing.

**ISSUES:**

**(As an arbitrator)** Discharge, No-Fault Attendance Policy, Teacher/School Staff Misconduct, Psychologist Misconduct/Reassignment, Arbitrability, Profanity, Job bidding, Contract Interpretation

**(As a mediator)** Affirmative Action, 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, Interest Arbitration, 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 (Fed. Statute-ERISA), Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Trustee Deadlocks; Union Security, Wages: Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats.

**ARBITRATION ROSTERS:** National Mediation Board; Federal Mediation and Conciliation Service; American Arbitration Association

**FEES:**

**PER DIEM FEE:** \$900 for airline cases; \$300 Federal Government arbitrator rate for railroad cases

**DOCKETING FEE:** none **CANCELLATION FEE:** (See Below)

**Cancellation Policy:** One per diem fee is charged for each scheduled hearing day cancelled or postponed unless arbitrator receives more than fourteen (14) calendar days' notice. Notice should be by telephone and e-mail or U.S. mail; the date on which the first of the e-mail or U.S. mail is received will control.

**Expenses:** Arbitrator additionally charges for actual and necessary travel expenses for air and ground transportation, lodging and meals. Automobile mileage is at the applicable IRS rate. One-half of the per diem fee is charged for each day of required travel.