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Present Occupation: Attorney, Arbitrator, Mediator, Hearing Examiner

First Business Address

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Second Address

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PROFESSIONAL AFFILIATIONS

American Bar Association

Academy of Court Appointed Masters

EDUCATION

JD Law University of North Dakota School of Law (1984)
BSW Social Work Moorhead State University (1981)

CERTIFICATIONS

North Dakota Bar Association-Law License (1984)
Missouri Bar Association - Law License (1987)
Texas Bar Association-Law License (1991)

TRAINING

Arbitration Chairperson Training -NASD (1998, 2001, 2002)
Mediation Training - Texas (1996, 1997, 1999)
Administrative Law Judge Training-Texas State Office of Administrative Hearings (2000)
Arbitration Training -Better Business Bureau (1996)
Arbitration Training-State Office of Administrative Hearings (1999)
Arbitration Training-State Bar of Texas (1998)
Arbitration Training-NYSE (2001, 2003)
Arbitration Training-Federal Mediation & Conciliation Service (2003)
Special Master Training – ALI-ABA (2005, 2006)
Hearing Examiner Training –Texas Education Agency (2007, 2008, 2009)
* Additional training information is available upon request.

ARBITRATION EXPERIENCE

1996-2003 Better Business Bureau (Arbitrator & Mediator)
1995-present FINRA (NASD & NYSE) (Arbitrator & Mediator)
1999-2002 State Office of Administrative Hearings (Arbitrator & Substitute ALJ)
1996-1998, Texas Education Agency (Hearing Examiner)
2007-present Texas Education Agency (Hearing Examiner & Mediator)
2001-present New York Stock Exchange (Arbitrator & Mediator)
1996-2000 Texas Department of Transportation (Arbitrator) (Mediator 2000-present)
2008-present National Mediation Board (Arbitrator)
2011-present American Arbitration Association Roster of Labor Arbitrators

LABOR RELATIONS EXPERIENCE

As an Army JAG Officer during the years of 1984-1987, I had an opportunity to deal with Labor Relations issues as an advocate for the agency. In my capacity as a JAG Officer, I served as a mediator on employment and labor disputes in 1998. I currently serve as a Hearing Examiner through TEA on teacher terminations and non-renewals. Since 1999, I have served as a mediator for the United States Postal Service REDRESS program. I have served on arbitrations through FMCS. I have also served on a Public Law Board through the National Mediation Board. Experience includes the public and private sectors.

INDUSTRIES:

Education, Construction, Automotive, Health Care, Office Workers/Clerical, Police & Fire, Real Estate, Transportation, Utilities, Warehousing, Special Education, Railroad, Prison Guards, Child Care, Securities, Debtor/Creditor.

ISSUES:

absenteeism, arbitrability, competence, conduct (off-duty/personal), discipline (non-discharge), discrimination, failure to follow orders, FLSA, fringe benefits, hiring practices, job performance, job posting/bidding, jurisdictional disputes, past practices, promotion, reduction in force, safety/health conditions, seniority, sexual harassment, wages, work hours/schedules/ assignments, working conditions/work orders, violence or threats; contract termination/non-renewal, warranty

PERMANENT PANELS:

Texas Department of Transportation (TXDOT), FINRA (NYSE & NASD), United States Postal Service REDRESS, Texas Education Agency (TEA), National Mediation Board (NMB), Federal Mediation & Conciliation Service (FMCS), American Arbitration Association (AAA) Labor Roster

ARBITRATION ROSTERS: AAA Labor Roster, FINRA, FMCS, NMB

HEARING EXAMINER ROSTER: Texas Education Agency

MEDIATION PANELS: FINRA, TEA, TXDMV, REDRESS

PUBLICATIONS

The Army Lawyer "Alternative Dispute Resolution" (June of 2000)

In Chambers "Mediation of Criminal Disputes in the 278th Judicial District" (Spring 1998 & 2006)

In Chambers "Alternative Dispute Resolution" (Spring 2009)

PER DIEM FEE \$960.00 DOCKETING FEE: \$100.00 CANCELLATION FEE: see below

The fee is \$960.00 per day for hearing, and for research and preparation of the opinion and award. A hearing day is any portion of a day up to eight hours. Time for research and for preparation is prorated.

Mediation & fact finding: The fee for mediation & fact finding is the per diem fee.

Cancellation policy: If the scheduled hearing or mediation is postponed or canceled with notice of less than 14 calendar days, the per diem fee shall be charged if another matter cannot be set in its place.

Travel time: Arbitrator charges pro-rated per diem fee for any portion of a travel day.

Expenses: Charges are for actual and necessary expenses of lodging, travel, meals etc. Auto mileage is charged at 50 cents per mile. Arbitrator charges actual expenses for copying, phone, and clerical assistance.