

Email: arbshs@verizon.net

Present Occupation: Arbitrator

First Business Address:

5119 Flicker Field Circle
Sarasota, FL 34231
Phone/Fax: (941) 925-2260

Second Business Address:

22 Capitol Street
Charleston, WV 25301
Phone: (304) 344-9821

PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators
Federal Mediation and Conciliation Service
American Arbitration Association
Florida and West Virginia Bar
Registered with the Department of Defense

National Association of Railroad Referees
National Mediation Board
Society of Professionals for Industrial
Dispute Resolution

EDUCATION:

BS Business West Virginia University
JD Law West Virginia University

CERTIFICATIONS:

Law West Virginia 1966
Law Florida 1988

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1966-69: Labor Attorney For FMC Corp. Handling workers' comp, unemployment comp, grievances, arbitration, and labor and employment law issues. 1969-80: General practice of law with primary emphasis on labor law; part-time Administrative Law Judge with West Virginia Workers' Compensation Commission (69 to 75). Began arbitrating in 1970 and have done so exclusively since 1980. I have widespread experience in both the private and public sectors and currently serve as permanent umpire for numerous employers and labor organizations.

INDUSTRIES:

Aerospace, Airlines, Advertising, Agriculture, Aluminum, Automotive, Bakery, Beverage, Building Products, Brewery, Broadcasting, Canning, Cement, Chemicals, Clothing, Coal, Communications, Construction, Dairy, Distillery, Education, Electrical Equipment/Appliances, Electronics, Entertainment/Arts, Feed & Fertilizer, Food (Manufacturing/Processing/Service), Foundry, Furniture, Glass/Pottery, Health Care, Hotels/Motels/Resorts, Hospitals/Nursing Home, Iron, Lumber, Machinery, Maritime, Meat Packing, Mining, Nuclear Energy, Office Workers/Clerical, Organizations, Packaging, Paint and Varnish, Petroleum/Petrochemicals, Pharmaceuticals, Plastics, Plumbing, Police and Fire, Printing and Publishing, Prison Guard, Pulp and Paper, Railroads, Real Estate, Restaurants, Retail Stores, Rubber/tire, Shipbuilding/Dry-Dock, Stone/Quarry, Tile, Transportation, Trucking and Storage, Upholstering, Utilities, Warehousing and others

ISSUES: Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work ,Conduct (Off-Duty/Personal), Demotion, Discipline, Discharge, Discrimination (Age, Disability, Race, Sex, Religion, National Origin), Drug/Alcohol Offenses, Fringe Benefits (Bonus, Holidays, Insurance, Leave, Vacation), Grievance Mediation , Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Dispute, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices , Pension and Welfare Plans, Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages (Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification & Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay), Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats and others

PERMANENT PANELS:

ACF Industries/USWA
Airborne Express/ Teamsters
Aluminum Cruisers/Shopmans
American Aggregates/USWA
American Airlines/TWU
American Eagle Airlines/ALPA
Appalachian Reg Hosps/USWA
Armco Steel/BIEU
Bituminous Coal Operators/UMWA
Bridgestone/Firestone/USWA
CC Air, Inc./ALPA
Century Aluminum/USA
Federal Express/FPA

Gen Tele, SC/CWA
General Chemical/USWA
Georgia Pacific/UPIU
Goodyear Tire & Rubber/USWA
Jim Walter Resources/UMW
Kroger Co./UFCW
Martin Marietta/USWA
Mesa Airlines and ALPA
Phillip Morris USA/IAMAW
Piedmont Airlines/ALPA
Pechiney Rolled Products/USWA
PSA Airlines/ALPA
Yokohama Tire/USWA

PUBLIC SECTOR AGENCY ROSTERS: FAA/PASS; FAA/NAATS; SSA/AFGE; Florida Special Master PERC; IRS /NTEU; US Customs Service/NTEU; Florida Board of Regents/PBA

PUBLISHED CASES: 71 LA 306; 74 LA 369; 75 LA 281; 76 LA 249; 76 LA 1013; 77 LA 594; 81 LA 368; 84 LA 875; 85 LA 1168; 89 LA 385; 91 LA 810; 91 LA 951; 92 LA 907; 94 LA 641; 95 LA 368; 96 LA 445; 96 LA 1208; 100 LA 830; 114 LA 857; 114 LA 444; 114 LA 1436; and others

PER DIEM FEE: \$1,600

Grievance Arbitration: The fee is \$1,600 per day for hearing, travel, 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 travel, research, and preparation is prorated.

Cancellation Policy: If a scheduled hearing is postponed or canceled with notice of less than thirty (30) days, the per diem fee shall be charged for each day of hearing. If more than thirty days notice is given, a fee of \$800 will be charged for each day of hearing.

Expenses: Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food, and lodging. Automobile mileage is charged at the applicable IRS expense rate. Charges are based on travel from closest business address.