

**RENÉE MAYNE**  
**ARBITRATOR AND MEDIATOR**  
**RÉSUMÉ AND FEE SCHEDULE**

**PROFESSIONAL PROFILE**

Renée Mayne is a neutral Arbitrator and Mediator, exclusively for labor and employment arbitration, factfinding, mediation, and labor-management facilitation. As Adjunct Faculty, Professor Mayne teaches conflict resolution, negotiation, labor relations, employee relations, and human resources. A Hearing Officer since 1995, Arbitrator Mayne has adjudicated discipline, dismissal, and contract interpretation grievances, and ethics, harassment, and discrimination complaints for:

*Police Officers, Firefighters, Public Safety Dispatchers, Park Rangers, University Faculty, Teachers, Librarians, Attorneys, Investigators, Social Workers, Physicians, Nurses, Engineers, Analysts, Technology Professionals, Accountants, Skilled Crafts, Planning and Building Officials, Water and Wastewater Professionals, Transportation and Bus Drivers, Heavy Equipment Operators, Maintenance Workers, Food Service Workers, and Administrative Professionals*

**NEUTRAL PANELS**

California Public Employment Relations Board Panel of Neutrals  
California State Mediation and Conciliation Service Panel of Arbitrators  
Nevada Employee-Management Relations Board Roster of Factfinders/Mediators  
Oregon Employment Relations Board Panel of Arbitrators

**EDUCATION AND CREDENTIALS**

M.A. Negotiation, Conflict Resolution and Peacebuilding – CSU Dominguez Hills  
B.S. Business, Management and Economics, w/Labor Relations – SUNY Empire State College  
P.I. California Investigator License No. 24938  
Labor Negotiation Certificate – Harvard University

**LABOR-MANAGEMENT RELATIONS EXPERIENCE**

Arbitrator, Mediator: Labor-ADR (8/16–Present)  
Adjunct Faculty: Golden Gate University and UC Davis (8/16–Present)  
Director of Employee Relations: City of Oakland (8/14–8/16) 5,000 FTE  
Senior Manager, Employee and Labor Relations: UC Santa Cruz (3/11–8/14) 6,000 FTE  
Associate Director, Labor Relations: University of California, OP (3/09–3/11) 180,000 FTE  
President and Founder: Labor Management Success, Inc. (1/99–2/09)  
Deputy County Administrative Officer - HR: County of Monterey (12/95–1/99) 4,500 FTE  
Director of Labor Relations: County of Monterey (4/95–12/95) 4,500 FTE  
Union General Manager: SEIU Local 817 (1/91–1/95) 2,000 members  
Staff Union Representative: SEIU Local 620 (7/89–1/91) 1,500 members  
Union Organizer/Representative: AFSCME District Council 1707 (12/86–7/89) 75,000 members

**PROFESSIONAL ASSOCIATIONS**

American Bar Association – Dispute Resolution and Labor and Employment Law Sections  
Association for Conflict Resolution  
Labor and Employment Relations Association

**FEE SCHEDULE/TERMS**

- Per Diem Rate: \$1,400 per scheduled date for arbitration, factfinding, mediation or facilitation.
- Per Hour Rate: \$200 for case preparation, conference calls, correspondence, research, writing, and beyond seven hours in a hearing or session. Per hour rate charged in 15-minute increments.
- Travel Costs: Refundable airfare, hotel, and car rental. Mileage at the current IRS rate.
- No Charge to Parties: Travel time, meals, or incidental or office costs.
- Cancellation Fee: \$1,400 Per Diem when canceled within 20 working days from scheduled date.

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