

Pilar Vaile, JD, CALJ

706 W. Apache Dr.
Yuma, CO 80759
(970) 630-6796
Fax: (970) 514-7111

pilar@pilarvaileadr.com
www.pilarvaileadr.com



OCCUPATION

Attorney, labor arbitrator, mediator, and hearing examiner/certified administrative law judge (CALJ)

PRIOR LEGAL EXPERIENCE

2010-Present. Private Neutral and Labor Arbitrator

2005-2010. Deputy Director/hearing examiner, NM Public Employee Labor Relations Board

2004-2005. Vice-Chair of the PELRB

2000-2004. Litigation associate with Youngdahl & Sadin, P.C. and successor firms

CURRENT PANELS AND ROSTERS

Federal Mediation and Conciliation Service (FMCS)

National Mediation Board (NMB)

USPS/APWU Permanent Panel (Mid Americas)

USPS/NMHPU Permanent Panels (AZ/NM and NV/Sierras)

IRS/Nat'l Treasury Employees Union

California Public Employment Relations Board

California State Mediation and Conciliation Service

D.C. Public Employment Relations Board

Illinois Educational Labor Relations Board

Michigan Employee Relations Commission

Montana Board of Personnel Appeals

Nevada Local Government Employee-Management Relations Board

Oregon Employment Relations Board

Washington Public Employment Relations Commission

PUBLICATION(S)

IRS and NTEU, 114 LRP 41403 (Arb. Vaile, 2014), *aff'd* 115 LRP 41010 (FLRA).

INDUSTRIES

Border Patrol; Bureau of Prisons, clerical; communications; construction/building trades; government—federal, state, municipal and county; education—public, private, charter, college and university; electrical; food service; health care/hospitals; IRS; manufacturing; Postal Service; prison/corrections; professional/paraprofessional; public safety—police and fire; railway; transportation; US Military.

ISSUES

Arbitrability; bargaining unit work; benefits, holiday pay, and leave; clothing/uniforms; conduct (on and off-duty); demotion; disability; discipline and discharge; discrimination (age, disability, race, nationality and gender); health & safety; hiring practices; incentive pay; job classification, posting & bidding; jurisdictional disputes; management rights; official time; past practices; performance appraisals; probationary status; promotion; scheduling; seniority; subcontracting/contracting out; representation petitions; ULPs and prohibited practice complaints; violence or threats in the work place; work hours/schedules and/or assignments.

EDUCATION

National Judicial College (NJC) –Judic. Development Certifs. in Admin. Law and Dispute Resol.
J.D. with Thesis Honors, University of New Mexico School of Law
B.A. *magna cum laude*, UNM
Ovey Comeaux High School, Lafayette, Louisiana

LICENCES/CERTIFICATIONS:

Law Licenses - New Mexico (2000) and California (2004)
ALJ Certification- NAHO
Designation as Advanced Practitioner in Workplace Arbitration - ACR

PROFESSIONAL AFFILIATIONS

Labor and Employment Relations Association (LERA)
Association for Conflict Resolution (ACR)
National Association of Hearing Officials (NAHO)

TRAINING

Various annual NAA & NAA Rockies/SW Conferences, 2014-present
Mastery in Mediation: Power, Presence, Perspective, Mark D. Bennett 2015
Mediating Dangerously, Kenneth Cloke 2013
Facilitation Training, New Mexico First 2013
Advanced Mediation, Olson & Assoc. 2012
Workplace Mediation, 27 hours, Common Ground Mediation 2011
Labor Arbitrator Training Institute, Federal Mediation and Conciliation Service, FMCS 2010
80 hours of Mediation training, NJC 2007 & 2009
Misc. writing, reasoning and evidence classes, NJC 2006-2009
Two-week Fair Hearing Course, NJC 2006

MILITARY SERVICE

Louisiana National Guard, Sergeant E-5, Legal and Personnel Specialist, 1990-1993
U.S. Army (active), Specialist E-4, Legal Specialist, 1987-1990