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Present Occupation: Labor Arbitrator

First Business Address:

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Second Business Address:

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PROFESSIONAL AFFILIATIONS:

American Arbitration Association
Association for Conflict Resolution (formerly SPIDER)
Industrial Relations Association of Northern California and Oregon

EDUCATION:

BA, Government - University of San Francisco, CA
London School of Economics and Political Science, London, England
Schiller College, Berlin, Germany

CERTIFICATIONS:

How to Become a Labor Arbitrator - FMCS - March 2002

ARBITRATION/LABOR RELATIONS EXPERIENCE:

2000 – Present: Arbitrator, Mediator, Fact-finder.
1976 – 1999: Mediator, California State Mediation/Conciliation Service
1976- 1976: California Institute of Public Transportation (now defunct)
– Consultant Industrial and Governmental Relations
1973-1976: International Federation of Professional Technical Engineers, Local No. 21, AFL-CIO
Business Manager – Financial Secretary.
1972-1973: Civil Service Association - Staff Representative

INDUSTRIES:

Arbitrated: Communications, Manufacturing, Corrections, Discrimination, Education (Certificated & Classified), Health Care, Hotel/Restaurant, City, County and State Government, Crafts & Trades, Police, Fire, Professional and General

Interest Arbitration: City and County of San Francisco/Municipal Attorney's Association

Fact-finding: California Public Schools, Industrial Welfare Commission Wage Board 2001-2003.

ISSUES:

Discipline and discharge, absenteeism, contract interpretation, insubordination, dishonesty, negation of probation, falsification of records, pay and wage disputes (salary schedule placement, premium and overtime eligibility, merit increases) past practices, promotions, leaves of absence (medical, personal, sabbatical), classification, reduction in force, shift assignments, sub-contracting, super seniority, transfers, assignments, and substance abuse. Discrimination: age, race, sexual harassment, reasonable accommodation.

ARBITRATION ROSTERS:

California State Mediation and Conciliation Service and its Interest Arbitration Panel - California Public Employee Relations Board - Federal Mediation and Conciliation Service # 3665 - The County of Fresno - Los Angeles City Employee Relations Board - Los Angeles County Employee Relations Commission - Oregon Employment Relations Board - Hawaii Labor Relations Board - Montana Board of Personnel Appeals.

PERMANENT PANELS: Tri-County Metropolitan District of Oregon ("Tri Met") and the Amalgamated Transit Union , Division 757, State of California , Department of Human Resources Panel, State of California, Department of Corrections and Rehabilitation/California Correctional Peace Officers Association "Mini-Arbitration Panel" .

PUBLISHED CASES:

116 LA:600,118LA:652, 118LA:1377, 120LA:385, 121LA:517, 121LA:1812 CPER, 142:63, 147: 148:86, 151:87, 153:68, 163:77, 178:68, 179:79. PERB SA-IM-2400(CRR22), SA-IM-2556-E, SA-IM-2663-E, SF-IM-2379-E, SF-IM-2488-E. State of California Industrial Welfare Commission, Chair, Wage Board Order # 5 Health Care Industry, 2001 and 2003

FEES:

PER DIEM FEE: \$1400.00

Grievance, Interest Arbitration, and Fact-finding: The fee is \$1400.00 per hearing day. A hearing day is any portion of a day up to 8 hours. One day per diem charged for each 8 hours spent in preparation, study and writing of the Award and Opinion.

CANCELLATION FEE: If the scheduled hearing is canceled with less than 20 working days' notice, the per diem fee for each hearing day scheduled will be charged.

Travel Time: Travel time is calculated from the business address nearest to the hearing site. No charge if travel time is less than eight hours in each direction. Travel beyond eight hours will be charged at the Per Diem rate.

Expenses: Actual cost of reasonable expenses to include airfare, car rental, parking, food and lodging. Automobile mileage is charged at the Federal Standard Mileage Rate.