

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

**PROFESSIONAL PROFILE**

Arbitrator Renée Mayne is an independent, neutral arbitrator and mediator exclusively for labor arbitration, factfinding, and mediation. A hearing officer since 1995, Arbitrator Mayne has adjudicated discipline, dismissal, and contract interpretation grievances, and ethics, harassment, and discrimination complaints, involving:

*Police Officers, Firefighters, Public Safety Dispatchers, Correctional Officers, Park Rangers, University Faculty, Teachers, Librarians, Attorneys, Investigators, Social Workers, Physicians, Nurses, Paramedics, Emergency Medical Technicians, Engineers, Analysts, Technology Professionals, Accountants, Skilled Crafts, Water and Wastewater Professionals, Food Service Workers, Planning and Building Officials, Municipal Train Crew, Transportation and Public Bus Drivers, Manufacturing and Production Crew, Heavy Equipment Operators, Maintenance Workers, Custodians, Administrative Professionals, Managers and Supervisors, and Human Resources Personnel.*

**LABOR-MANAGEMENT RELATIONS EXPERIENCE**

Arbitrator Mayne has worked in labor-management relations since 1986. Before establishing her neutral practice in 2016, Ms. Mayne had 30 years of collective bargaining experience as a chief negotiator on the management and labor sides of the table. As an adjunct professor, Renée Mayne teaches human resources, labor relations, and dispute resolution.

Arbitrator, Mediator: Labor-ADR (8/16–Present)

Adjunct Professor: Golden Gate University (8/16–Present)

Director of Employee Relations: City of Oakland (8/14–8/16)

Senior Manager, Employee & Labor Relations: University of California, Santa Cruz (3/11–8/14)

Assoc. Director, Labor Relations: University of California, Office of the President (3/09–3/11)

President and Founder: Labor Management Success, Inc. (1/99–2/09)

Deputy County Administrative Officer for Human Resources: County of Monterey (12/95–1/99)

Director of Labor Relations: County of Monterey (4/95–12/95)

Union General Manager: SEIU Local 817 (1/91–1/95)

Staff Union Representative: SEIU Local 620 (7/89–1/91)

Union Organizer/Representative: AFSCME District Council 1707 (12/86–7/89)

**VIDEO CONFERENCE HEARINGS**

Available upon request. If the parties ask Arbitrator Mayne to host the virtual hearing, she will use the Zoom platform.

## **NEUTRAL PANELS**

American Arbitration Association National Roster of Labor Arbitrators  
California Public Employment Relations Board Panel of Neutrals  
California State Mediation and Conciliation Service Panel of Arbitrators  
City of Los Angeles Employee Relations Board Panel of Neutrals  
Federal Mediation and Conciliation Service Roster of Arbitrators  
National Mediation Board Roster of Arbitrators  
Nevada Employee-Management Relations Board Roster of Arbitrators and Mediators  
Oregon Employment Relations Board Panel of Arbitrators  
United States Postal Service and American Postal Workers Union  
Washington Public Employment Relations Commission Dispute Resolution Panel and  
Law Enforcement Arbitrator Roster

## **EDUCATION AND CREDENTIALS**

M.A. Negotiation, Conflict Resolution, and Peacebuilding – CSU Dominguez Hills  
B.S. Business, Management, and Economics in Labor Relations – SUNY Empire State College  
P.I. California License No. 24938 (Inactive)  
Employment Arbitration Certificate – Cornell University ILR  
Labor Negotiation Certificate – Harvard University  
Union Administration Certificate – Cornell University ILR

## **PROFESSIONAL MEMBERSHIPS**

American Bar Association – Dispute Resolution and Labor and Employment Law Sections  
Association for Conflict Resolution  
California Lawyers Association – Labor and Employment Law Section  
Labor and Employment Relations Association  
Northern California Labor and Employment Relations Association - Chapter Treasurer

## **FEE SCHEDULE**

Per Diem Rate: \$2,100 per scheduled date for arbitration, factfinding, or mediation, either in-person or by video conference.

Per Hour Rate: \$300 for case preparation, conference calls, correspondence, research, writing, video or phone conference, and beyond seven hours in a hearing. Per hour rate is charged in 15-minute increments.

No Charge to the Parties: Travel time up to two hours one-way from Sacramento, California. Lunch period, meals, incidental, or office costs. Never a cancellation fee for rescheduled dates.

Travel Costs: Travel time after two hours one-way from Sacramento, at \$150 per hour charged in 15-minute increments. Refundable airfare, hotel, and car rental. Mileage at the current IRS rate.

Cancellation Fee: \$2,100 fee per scheduled hearing date for less than thirty calendar days notice.

**RENÉE MAYNE, LABOR-ADR**

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