

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

**PROFESSIONAL PROFILE**

Arbitrator Renée Mayne is an independent, neutral arbitrator and mediator, exclusively for labor and employment arbitration, factfinding, mediation, and labor-management facilitation.

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, Paramedics, Emergency Medical Technicians, Engineers, Analysts, Technology Professionals, Accountants, Skilled Crafts, Human Resource Personnel, Planning and Building Officials, Water and Wastewater Professionals, Transportation and Bus Drivers, Heavy Equipment Operators, Maintenance Workers, Food Service Workers, Custodians, Administrative Professionals, and Managers and Supervisors.*

**VIDEO CONFERENCE HEARINGS**

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

**LABOR-MANAGEMENT RELATIONS EXPERIENCE**

Arbitrator Mayne has worked in labor-management relations since 1986. As adjunct faculty, Professor Mayne teaches conflict resolution, negotiation, labor relations, and human resources.

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

## **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  
Federal Mediation and Conciliation Service Roster of Arbitrators  
Nevada Employee-Management Relations Board Roster of Arbitrators, 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 in Labor Relations – SUNY Empire State College  
P.I. California Investigator License No. 24938  
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: \$1,750 per scheduled date for arbitration, factfinding, mediation, or facilitation, either in-person or by video conference.

Per Hour Rate: \$250 for case preparation, correspondence, research, writing, video or phone conference, and beyond seven hours in a hearing. Per hour rate charged in 15-minute increments.

No Charge to the Parties: Travel time up to two hours one-way from Sacramento, California. Meals, incidental, or office costs.

Travel Costs: Travel time after two hours one-way from Sacramento, California, at \$125 per hour in 15-minute increments. Refundable airfare, hotel, and car rental. Mileage at the IRS rate.

Cancellation Fee: \$1,750 per diem when canceled within 20 working days of scheduled date.

**RENÉE MAYNE, LABOR-ADR**  
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