

MICHAEL ANTHONY MARR

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Present Occupation: Attorney, Arbitrator and Mediator

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PROFESSIONAL AFFILIATIONS:

Washington State Bar Association (1979)	Hawaii State Bar Association (1980)
Supreme Court of the United States	United States 9th Circuit Court of Appeals
United States District Court/Western District of Washington	United States District Court of Hawaii
Labor and Employment Relations Association	Society of Federal Labor Relations Professionals
State of Hawaii Broker and Realtor	

EDUCATION:

BA	Political Science	University of Washington, 1975	(Magna Cum Laude and Phi Beta Kappa)
JD	Law	University of San Francisco, 1978	(Two Scholarships)

ARBITRATION/LABOR RELATIONS EXPERIENCE:

February 16, 1979 to Present - Law Offices of Michael Anthony Marr

With the exception of providing legal services to Hawaii's indigent community, the law practice is **primarily dedicated** to providing arbitration, mediation, and other neutral services to the area of labor and employment law in the federal, public, and private sectors.

INDUSTRIES:

Military (army, navy, air force, and national guard), architecture, airlines, aerospace, medical/hospital, advertising, automotive, bakery, banking, broadcasting, education, communications, construction, engineering, food (manu./proc./service), energy and nuclear power, entertainment/arts, hotels/motels/casinos/resorts, machinery, oil, gas, and petrochemicals, United States Border Guards, police and highway patrol, sheriffs, prison guards, fire, public utilities, office workers/clerical, organizations, printing and publishing, public utilities, real estate, shipbuilding/dry docks, transportation, trucking and storage, warehousing, and restaurants.

ISSUES:

Interest Arbitration, jurisdiction, arbitrability, absenteeism, conduct (off-duty)/personal, demotion, employee discipline (discharge and non-discharge), discrimination, age, race, disability and sex, grievance procedures, drug/alcohol offenses, collective bargaining, agreement interpretation, lay-offs/bumping/recall, past practices, seniority, subcontracting/contracting out, hiring practices, work conditions and safety, work orders, job performance, seniority/tenure/reappointment, harassment, violence/threats, management and union rights, arbitrability (procedural and substantive), complex discovery and prehearing motions, i.e., nonmutual offensive issue preclusion, res judicata, protective orders, and summary disposition, and National Labor Relations Board Deferrals.

ARBITRATION/MEDIATION ROSTERS:

United States District Court of Hawaii Mediation Panel	Federal Mediation and Conciliation Service
Hawaii Labor Relations Board	Oregon State Employment Relations Board
California State Mediation and Conciliation Service	Los Angeles City Employee Relations Board
Maine Labor Relations Commission	Michigan Employment Relations Commission
Montana Board of Personnel Appeals	National Association of Securities Dealers
National Arbitration Forum	Nevada Employee Relations Board
Nebraska Employee Relations Board	Washington State Labor Relations Commission

PERMANENT PANELS AND/OR MULTIPLE USE:

United States of America/Various Federal Sector Unions

State of Hawaii/United Public Workers
State of Hawaii/Hawaii Government Employees Union
State of Hawaii/Hawaii State Teacher's Association
City and County of Honolulu/United Public Workers
City and County of Honolulu/Hawaii Government Employees Association
Kuakini Hospital/Hawaii Nurses Association
Oahu Transit Services, Inc./Hawaii Teamsters & Allied Workers, Local 996, AFL-CIO
Aloha United Way/United Public Workers
State of Alaska/International Masters, Mates, and Pilots Union
State of Washington and political subdivisions/Various Public Sector Unions
State of Oregon and political subdivisions/Various Public Sector Unions
Los Angeles Police Department/Various Public Sector Unions

PUBLICATIONS:

Former Editor and primary writer for the Hawaii Labor and Employment Law Alert ("HLELA"). The HLELA was published four (4) times per year, once for each season, and alerted attorneys and neutral service providers to labor and employment law opinions issued by the United States Supreme Court, the United States 9th Circuit Court of Appeals, the State of Hawaii Supreme Court, the Hawaii Intermediate Court of Appeals, the Hawaii Labor Relations Board, the National Labor Relations Board, and the Federal Labor Relations Authority.

PUBLIC SERVICE AND COMMUNITY SERVICE WORK:

Trustee/Secretary for the State of Hawaii Supreme Court Client Protection Fund
Member, State of Hawaii Supreme Court Commission on Civility and Professionalism
Volunteer Judge for the State of Hawaii Supreme Court's Speaker Program
Volunteer Appellate Court Judge for the University of Hawaii Mock Trial Program
Volunteer Trial Judge for the State of Hawaii Annual High School Mock Trial Tournament
Volunteer Mediator at the Mediation Center of the Pacific
Pro Bono attorney for Volunteer Legal Services Hawaii

PER DIEM FEE: \$1,200

DOCKETING FEE: \$0 CANCELLATION FEE: (See below)

Grievance Arbitration: The per diem rate is \$1,200 per day. An arbitration hearing day constitutes any portion up to eight hours. Research, review, preparation of the decision and award are prorated at the per diem rate.

Cancellation Policy: If the scheduled hearing is canceled or postponed with at least thirty (30) calendar days' notice there shall be no cancellation fee. Otherwise, the cancellation fee shall be at the per diem rate for each day canceled or postponed. The fact that a cancellation fee may be owed as set forth above, using equity as a guide, the Arbitrator retains the sole discretion to waive a cancellation fee and on several occasions has done so. **The parties are instructed to take their time negotiating settlement prior to having a grievance docketed for arbitration. There is no possible charge until a grievance is docketed. The Arbitrator, after notice of selection, is in no rush to have a grievance docketed.**

Interest Arbitration, Fact-finding and Labor Mediation: Arbitrator charges \$2,000 per day (for up to 8 hours). Time for research and preparation is prorated at \$250.00/hour.

Travel Time: Arbitrator charges the per diem fee, prorated, for any portion of a travel day up to a maximum of eight hours. This eight-hour maximum includes airtime, wait time at airport(s), and ground travel from the airport to and motel room.

Expenses: Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, taxi, and lodging except as noted above. Arbitrator does not charge for meals.