

E-mail: [pilar@pilarvaileadr.com](mailto:pilar@pilarvaileadr.com)

**Present Occupation:** Attorney, Arbitrator, Mediator, ALJ.

**Primary Business Address**

706 W. Apache Dr.  
Yuma, CO 80759  
Ph.: (970) 630-6796  
Fax: (970) 514-7111  
[pilar@pilarvaileadr.com](mailto:pilar@pilarvaileadr.com)

**Secondary Business Address**

24 Toda Vista Rd.  
Taos, NM 87571

**PROFESSIONAL LICENSES & AFFILIATIONS:**

California State Bar (2004)  
Federal Mediation and Conciliation Service (FMCS)  
New Mexico State Bar (2000) (inactive)  
National Academy of Arbitrators (NAA)  
National Association of Hearing Examiners (NAHO) – Certified ALJ

**EDUCATION:**

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

**LABOR RELATIONS EXPERIENCE:**

**2010 to Present:** Pilar Vaile, Arbitrator, Mediator and ALJ. Serve as labor and employment arbitrator, mediator and hearing examiner for various state and national panels. **2004- 2010:** New Mexico Public Employee Labor Relations Board, Board Member, and later Deputy Director and Hearing Examiner. **2000-2004:** Youngdahl & Sadin, P.C. and successors in interest. Litigated matters filed under the National Labor Relations Act, the Federal Employers Liability Act, and state common law of employment

**INDUSTRIES:**

Air Force, Army, DOD; Customs & Border Patrol; Bureau of Prisons; clerical; communications; construction/building trades; custodial trades; education—public and charter, primary and secondary, college and university; engineering trades—mechanical, electrical, chemical; food service; government sector—Federal, State, Municipal and County; health care/hospitals—VA and private sector; IRS; manufacturing; mining; oil/gas/petrochemical; Postal Service; prison/corrections; professional/paraprofessional personnel; public safety—police and fire; railway; transportation; VA.

**ISSUES:**

ADA and ADAA; Arbitrability; Back Pay Act; bargaining unit work; benefits (leave, insurance and pension); clothing/uniforms; conduct (off-duty/personal); conditions of employment; demotion; disability; discipline (discharge and non-discharge); discrimination (age, disability, race, nationality and gender); FLRA; hiring practices; interest arbitration; job posting, bidding and classification; jurisdiction disputes; management rights; MSPB; NLRA; official time; OSHA; pay (base, holiday, incentive/differential, overtime); past

practices; performance appraisals; probationary status; promotion; Rehabilitation Act; public sector taxation and budgeting; representation petitions; retirement, DC and DB plans; safety/health conditions; scheduling; seniority; subcontracting/contracting out; ULPs; violence or threats in the work place; and vocational rehabilitation.

**ARBITRATION/NEUTRAL ROSTERS:**

American Arbitration Association (AAA)  
National Mediation Board (NMB)  
California Public Employment Relations Board  
California State Mediation and Conciliation Service  
D.C. Public Employee Relations Board  
Illinois Educational Labor Relations Board  
Michigan Employee Relations Commission  
Montana Board of Personnel Appeals  
Oregon Employment Relations Board  
Washington Public Employment Relations Commission  
Kirtland AFB and AFGE 214 Panel of Arbitrators  
UFCW 1564 and Smith's & Albertson's Permanent Arbitrator Panels  
Freeport McMoRan (AAA Priv. Employment Panel)

**PUBLISHED AWARD(S)**

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

**MILITARY EXPERIENCE**

Army, Active Duty 1987-1990 (Spec. E-5, MOS Legal Spec.)  
Louisiana National Guard, 1990-1993 (Sgt. E-5, MOS Legal Spec. and Personnel Spec.)

**FEES:**

**Per Diem:** \$1,500.00

**Cancellation Fee:** (See below)

**Arbitration, Fact-finding and Mediation:** A \$1,500 per diem fee is charged per 8-hour day for hearing, mediation, study, and writing days, with fee pro-rated at \$187.5/hour for study and writing time, and for portions of a hearing or mediation day that exceed 8 hours.

**Cancellation Fees and Policy & Interim Billing:** A basic per diem fee may be assessed for each reserved hearing day cancelled or continued with less than thirty (30) days notice, along with any non-refundable travel fees already incurred. Arbitrator reserves the right to invoice for out-of-pocket expenses and interim per diem fees, prior to issuance of the award, in cases for which the record cannot be closed at the conclusion of the setting.

**Travel Time & Expenses:** Arbitrator charges a full per diem fee for any portion of a travel day of 4 or more hours, and a half per diem fee for any portion of a travel day less than 4 hours. Arbitrator charges actual cost of reasonable expenses; meals & mileage are invoiced at applicable GSA, IRS rates.