

STEPHEN DOUGLAS BONNEY

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Present Occupation: Lawyer, Arbitrator, Mediator

First Business Address:

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Second Business Address:

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PROFESSIONAL AFFILIATIONS:

American Bar Association, Labor & Employment Law Section
LERA (Chicago, Gateway, Rocky Mountain & Pacific Northwest Chapters)
Missouri Bar Association, ADR & Labor & Employment Law Committees
Member, Kansas bar

EDUCATION:

University of Kansas (B.A., 1982)
University of Kansas (J.D., 1985)
Rule 17 Mediator Certification (Missouri 2013)

ARBITRATION/LABOR RELATIONS EXPERIENCE:

Assistant Regional Attorney, United States Department of Health & Human Services (1985-1986);
Associate, Jolley, Walsh, Hager & Gordon (1986-1991); , Counsel Bukaty Chtd. (2003-2004);
Bonney Law Office (1991-2008). Non-labor litigation practice since September 1, 2008.

INDUSTRIES:

Airlines, Automotive, Bakery, Beverage, Brewery, Broadcasting, Building Products, Bus Service (city and interstate), Chemicals, Clothing, Coal, Communications, Construction, Education, Electronics, Federal Government, Food (Manufacturing/ Processing/Service), Foundry, Furniture, Gas Pipeline, Glass/Pottery, Grain Mill, Health Care (nurses and paramedics/EMTs), HVAC, Hospitals/Nursing Home, Iron, Jewelry, Laundry, Leather, Local Government, Machinery, Manufacturing, Metal Fabricating, Mining, Nuclear Energy, Office Workers/Clerical, Packaging , Plastics, Plumbing, Police and Fire, Printing and Publishing, Prison Guard, Pulp and Paper, Railroads, Retail Stores, Rubber/tire, Stone/Quarry, Tile, Transportation, Trucking and Storage, Utilities, Warehousing, and Waste Management.

ISSUES:

Absenteeism, Arbitrability, Bargaining Unit Work, Conduct (Off-Duty/Personal), Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination (Age, Disability, Race, Sex, Religion), Drug/Alcohol Offenses, Fringe Benefits (Bonus, Holidays, Insurance, Leave, Vacation), Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Dispute, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Smoking policies, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages (Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification & Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay), Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats

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PERMANENT PANELS:

AT&T Mobility LLC & Communications Workers of America (CWA) District 7
NECA-KC & IBEW L.U. 124 (Repeat Discharge Panel)
United States Postal Service & National Postal Mail Handlers Union, Regular Panel, Lakeland Dist.

ARBITRATION ROSTERS:

American Arbitration Association (Labor)
Federal Mediation and Conciliation Service
FINRA
National Mediation Board
Kansas PERB
Washington PERC

PUBLISHED CASES:

Bloomberg/BNA: 126 LA 1324; 128 LA 601; 129 LA 16; 129 LA 1446; 130 LA 196; 130 LA 745; 130 LA 1547; 131 LA 1209; 132 LA 126; 133 LA 1528; 134 LA104; 135 LA 1853; 136 LA 339; 136 LA 1862; 138 LA 610; 138 LA 1595; 139 LA 693.
CCH: 09-2 ARB ¶ 4705; 11-1 ARB 5240; 12-1 ARB 5461; 12-1 ARB 5485; 12-2 ARB 5589; 12-2 ARB 5690.

SIGNIFICANT PUBLICATIONS:

Contributing Author, *THE FAIR LABOR STANDARDS ACT* (BNA Books 1999) (Ch. 10-B, “Principles for Computing Overtime Pay”); “Opening Statements: To Reserve or Not to Reserve – That is the question,” 18 Mich. Lab. & Emp. LawNotes 11 (Summer 2008); *The University Campus as Public Forum*, 81 UMKC L. Rev. 545 (2013); *The Civil Rights Act of 1964: Fifty Years of Freedom*, J. Kan. Assn. of Justice (July 2014); *Democracy’s Rainbow: The Long Ascent and Rapid Descent of Voting Rights in Kansas*, 25 Kan. J. L. & Pub. Pol. 347 (2016); “Arbitration is Here to Stay: Present Your Best Case,” 75 Mo. Bar J. 176 (2019)

FEES:

Labor Arbitration cases:

Per diem: A per diem fee of \$1000 will be charged for each hearing day or part thereof. A “hearing day” is an eight hour block (*e.g.*, between 9:00 a.m. and 5:00 p.m.) on the day of a hearing. Additional hours after the end of the eight hour block are charged in quarter-day increments. A per diem of \$1000 will also be charged on a pro rated basis for time spent on travel, research, and opinion preparation.

Cancellation Fee Policy: A cancellation fee of \$1000 will be charged for each hearing day cancelled with fewer than 30 days’ notice. For instance, if a hearing is scheduled to begin at 9:00 a.m. on July 31, the parties must notify me of the cancellation before 9:00 a.m. on July 1 in order to avoid a cancellation fee.

Expenses: Charges are made for all reasonable travel expenses actually incurred, including air or train fare, car rental, lodging, and food. Travel expenses are charged from my office nearest to the site of the hearing. Auto mileage for travel by private car more than twenty-five miles from my nearest office address is charged at the current IRS rate for business deductions. No clerical expense is charged.

Employment Arbitration, Interest Arbitration, and Mediation Cases:

Hourly rate: An hourly rate of \$300 will be charged for all time spent in conducting hearings or other proceedings, telephone conference calls, research, and report or opinion preparation. A minimum of five hours will be charged for all scheduled hearings or proceedings. Expenses will be charged in accordance with the above policy.