TIMOTHY D.W. WILLIAMS
ARBITRATOR — HEARING OFFICER — FACILITATOR
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EDUCATION

Received his BA from Bethel College and his MA and PhD from the University of Minnesota. His major emphasis in all three degrees was on the broad field of Communication with special emphasis on Organizational Communication and Conflict Management. His study included work in the area of Negotiation Theory and the Social Psychology of Conflict. He is currently Adjunct Professor in the Graduate School of Public Administration at Portland State University.

BACKGROUND

First listed as an arbitrator and factfinder by the Oregon Employment Relations Board in 1974. Since that time he has also been listed on state panels in Washington, Idaho, Montana and California. He is a member of the National Labor Panel of the Federal Mediation and Conciliation Service. In 1984 he was accepted into the National Academy of Arbitrators. He is also an experienced commercial arbitrator in the construction industry. As a full-time arbitrator, Mr. Williams handles a substantial number of cases each year including factfinding, interest arbitration and grievance arbitration.

EXPERIENCE

Public Sector by Industry: PUBLIC SCHOOLS (teachers and classified employees); EDUCATION SERVICE DISTRICTS (teachers and classified employees); COMMUNITY COLLEGES (teachers and classified employees); CITIES AND COUNTIES (police and sheriff, fire fighters, clerical, blue collar, white collar, supevisory, state police); FEDERAL GOVERNMENT (Immigration and Naturalization Service); PUBLIC TRANSPORSTATION DISTRICTS and PUBLIC HOSPITALS.

Public Sector by Type of Dispute: DISCIPLINE AND DISCHARGE (absenteeism, insubordination, intoxication, poor performance, progressive discipline, dishonesty); NONRENEWAL OF PROBATIONARY TEACHERS; PAY DISPUTES (placement on the salary schedule, denial of merit increases, salary schedules); LEAVES OF ABSENCE (personal, sabbatical, sick, maternity, business, medical); HOLIDAYS; JOB ANALYSIS AND JOB EVALUATION; CONTRACT INTERPRETATION; SENIORITY (calculation, application); LAYOFF AND RECALL (bumping, recall); DISCRIMINATION; PROMOTION; TRANSFER, ARBITRABILITY.

Private Sector by Industry: Telephone, steel, metal processing, wholesale trade, warehousing, retail trade, health care, pulp and paper, publishing, food processing, construction and boat building.

Private Sector by Type of Dispute: DISCIPLINE AND DISCHARGE (absenteeism, insubordination, dishonesty, poor performance); SENIORITY (recall, bumping, order of layoff); PAY DISPUTES (overtime, premium pay, shift work); VACATIONS; HOLIDAYS; HEALTH AND WELFARE BENEFITS; MANAGEMENT RIGHTS; UNION RIGHTS; CONTRACT INTERPRETATION; PAST PRACTICE; ARBITRABILITY.

PANELS

Serves or has served on Veterans Administration/AFGE; Chemeketa Community College/OEA; State of Oregon/OPEU, Local 503, SEIU; Steel Industry/United Steelworkers of America, Seattle area; Oregon Health Sciences University/ONA; U.S. Postal Service/American Postal Workers Union; State of Alaska/AFSCME Local 52; Tidewater Barge Lines/Inlandboatmen's Union of the Pacific.

PROFESSIONAL AFFILIATIONS

National Academy of Arbitrators; Industrial Relations Research Association;
National Speakers Association.

FEES

Per Diem: $840 per day for hearing, study and writing time. Postponement and Cancellation: Once hearing date is agreed upon, one-half day per diem (per scheduled day of hearing) if more than ten (10) working days notice is given; one day per diem (per scheduled day of hearing) if notice is received less than ten (10) working days prior to hearing. Costs to be reimbursed include actual travel costs, including meals and lodging, typing, postage, reproduction, long distance telephone. Travel is billed from the Portland office listed above.

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ARBITRATOR TIMOTHY WILLIAMS
FEES:
Effective January 1, 2006

PER DIEM FEE: $840.00 **DOCKETING FEE:** None **CANCELLATION FEE:** (See Below)
Grievance Arbitration: The fee is $840.00 per day for hearing, and for research and preparation of the opinion and award. A hearing day is any portion of a day up to seven (7) hours. Time for research and preparation is prorated.

Interest Arbitration, Fact-Finding and Labor Mediation: Arbitrator charges $840.00 per day (for up to 7 hours). Time for research and preparation is prorated at $120/hour.

Cancellation Policy: If the scheduled hearing is postponed or cancelled with notice of less than ten (10) working days, the per diem fee for each day of hearing shall be charged if another matter cannot be set in its place. If the scheduled hearing is postponed or cancelled with notice of more than ten (10) working days, one half (1/2) the per diem fee for each day of hearing shall be charged if another matter cannot be set in its place.

Travel Time: Arbitrator charges per diem fee for any portion of a travel day up to seven hours. Fee is prorated for travel time over seven hours for one day at $120/hour.

Expenses: Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food and lodging. Automobile mileage is charged at the applicable IRS expense rate. Arbitrator charges actual expenses for copying, phone, and clerical assistance.

Time and expenses are billed from the office nearest the hearing location.