

Karl J. Englund

Attorney at Law

Karl J. Englund, P.C.

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Karl J. Englund practices law in Missoula. Karl attended the American University in Washington, D.C. and the University of Montana and received a BA in 1974 and a JD in 1982, both from UM. A significant part of his law practice is dedicated to labor and employment law and litigation. He has represented, among others: MEA-MFT; the Montana AFL-CIO; Laborers International Union of North America, Local 1686; International Union of Operating Engineers, Local 400; police, deputy sheriff and firefighter local unions in Missoula, Kalispell, Butte, Bozeman, Helena, Anaconda and Livingston; the Montana Nurses' Association; the Pacific Northwest Regional Council of Carpenters; United Steelworkers' locals in Billings; and, the International Brotherhood of Electrical Workers, Locals 233, 44 and 768. He has litigated cases on behalf of labor organizations before a myriad of arbitrators, and in the Montana state district courts, the Montana Supreme Court, the Montana Board of Personnel Appeals, the National Labor Relations Board, the U.S. District Court for the District of Montana and the Ninth Circuit Court of Appeals. Prior to attending law school, Karl worked for the Northern Plains Resources Council, the Environmental Policy Institute, Max Baucus and the late Senator Lee Metcalf. He served on the board and is a past president of the Montana Trial Lawyers' Association. He is currently a member of the Judicial Nomination Commission, the vice-chair of the Montana Board of Investments, and chair of the Board of the Missoula Redevelopment Agency.

John Andrew

Labor Mediator

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John Andrew retired as acting Administrator of the Business Standards Division in the summer of 2006. He served as the Chief of the Labor Standards Bureau of the Montana Department of Labor and Industry for many years. John has been employed with the Department for 30 years in a variety of positions including wage and hour compliance specialist, mediator, and hearing examiner. As a hearing examiner John conducted hundreds of contested case hearings involving a variety of employment related issues including wage and hour, workers' compensation and collective bargaining in the public sector. Prior to assuming his management position John worked for the Board of Personnel Appeals as a labor mediator where he mediated numerous disputes involving public sector employers and labor organizations. John is a Helena native who graduated from Carroll College in 1977 with degree in Political Science and had a successful, but brief, career as a gravedigger prior to joining the Department.

Adam Morrison

Senior Field Attorney

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Adam Morrison is a Senior Field Attorney with Region 19 of the National Labor Relations Board. He is the NLRB's Resident Agent in Spokane, Washington. Mr. Morrison handles NLRB cases; both unfair labor practice as well as representational matters, in Eastern Washington, Northern Idaho and Western Montana. Prior to becoming the Resident Agent in Spokane, Mr. Morrison worked at the NLRB's Portland office for almost 9 years covering Oregon and Southwest Washington.

Beth M. Schindler

Director of Mediation Services
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Beth M. Schindler is the Director of Mediation Services for Region W7 covering Alaska, Washington, Oregon, Idaho, Montana, Colorado, Wyoming, Northern California and Northern Nevada. Director Schindler oversees all activities and assignments for 18 Commissioners with the Federal Mediation and Conciliation Service (FMCS), an independent agency of the United States Government. She assigns collective bargaining cases and directs the work of mediators when FMCS services are requested or when labor and/or management are searching for avenues to achieve settlement, avert or end a labor union strike.

Between 1996 and 2001, Beth served in the capacity of Commissioner for FMCS. As a federal mediator she worked toward amicable contract settlements between management and labor unions engaged in the collective bargaining process. She continues her work in the area of relationship development training including labor/management initiatives. She also has extensive experience in a wide variety of negotiation processes including all phases of interest based negotiations procedures.

Before joining FMCS in 1996, Director Schindler was a member and Union Representative for Office and Professional Employees International Union Local 8 for 17 years located in Seattle. Prior to that, she worked in the employee benefits arena for Welfare and Pension Administration exclusively servicing Taft-Hartley employee benefit trust funds.

Beth was born and raised in Seattle and currently lives with her husband and three children in the Edmonds, WA area.

Barbara Wagner

Chief Economist
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Barbara Wagner is the Chief Economist with the Montana Department of Labor and Industry, providing information on Montana's economy and labor market to policy makers, media, and the public. Her research includes diverse topics such as green jobs, the job retention of newly hired workers, business survival rates, the aging workforce, and the economic impact of restoration. Her previous work experience includes research positions with the U.S. Senate, the Montana Department of Revenue, and the University of Minnesota. Barbara's published research on the healthiness of school meals won the Outstanding RAE Article award from the Agricultural and Applied Economics Association, and she has also won regional awards for her labor market publications. She holds a BA with honors in economics and political science from the College of Saint Benedict/ St. John's University in Minnesota, and an MS in Applied Economics from the University of Minnesota. A Montana native, Barbara also is a founder of the Helena Young Professionals, serves as a board member on the Employee Investment Advisory Board for the state retirement systems, and has previously served as Race Chair for the Montana Race for the Cure. She has also formed an informal lunch group with other economists in the state to improve communication and productivity across agencies. In her free time, Barbara enjoys hiking, home improvement projects, floating, skiing, trapshooting, and wake surfing.

Rick D'Hooge

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Born and raised in Montana, Rick has over 40 years of labor relations experience. He graduated from the University of Montana with a BS degree in business. He has worked as a union agent, labor mediator, hearing officer, instructor and currently as a management representative.

David W. Stiteler

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David W. Stiteler (B.A. & J.D., University of Wyoming) began his labor relations career in Montana, working first as the labor relations attorney for the State's Personnel Division before moving to the other side of the table as the staff attorney for MPEA. After about 16 years as an advocate, he left Montana for Oregon, where he spent 12 years at Oregon's Employment Relations Board (4 as an ALJ, 8 as chair and a board member). In 2003, he decided that two terms at ERB was enough and left to become a full-time labor and employment arbitrator.

David is on arbitration panels administered by the American Arbitration Association, the Federal Mediation and Conciliation Service, most western states (including Montana's Board of Personnel Appeals), as well as a number of permanent contract panels. He is a long-time board member for the Oregon Chapter of the Labor and Employment Relations Association. He has served as a tri-chair of the Association for Conflict Resolution's Workplace Section. He is a regular presenter at labor and employment conferences, and enjoys coming back to Montana when the opportunity arises.

Matthew B. Thiel

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Matt Thiel was born and raised in Montana and practices law in Missoula. Matt started his career in the labor arena in 1987 as a field representative with the Montana Federation of Teachers, AFL-CIO after graduating from the University of Montana in 1986. He left that position to attend the University of Montana Law School in 1990, where he was Editor-in-Chief of the Montana Law Review prior to his graduation with Honors in 1993. Matt has practiced law for the past 23 years in Missoula. A primary focus of his practice is on labor law representing several Montana and Washington based unions and also practices personal injury law and litigation. Matt was elected to the Montana State Bar Board of Trustees in 2008 and also served as a Chair of that Board for two years. Matt is currently President of the State Bar of Montana. He also serves as an appointed member of the Montana Insurance Guarantee Association and the Montana Facility Finance Association.

Michael Dahlem

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Michael Dahlem is a Kalispell attorney who specializes in school, labor and employment law, representing school districts and other public employers. Michael received a bachelor's degree in philosophy from Iowa State University in 1975, a master's degree in philosophy from the University of Montana in 1986, and a J.D. and Ph.D. in philosophy from Rutgers University in 1991. Since returning to Montana in 1991, he has been employed as staff director by the Montana Federation of Teachers and staff attorney by the Montana School Boards Association. He has also served as chair of the State Bar's Law-Related Education Committee and School Law Section. Michael produces a free monthly e-newsletter entitled *Legal Update*.

LeRoy H. Schramm

Arbitrator – Factfinder – Mediator

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LeRoy H. Schramm was Chief Legal Counsel for the Montana University System from 1981 to August 2004, and has been diligently attempting to retire since that date. Prior to 1981 he was state director of labor relations and responsible for collective bargaining for all Montana executive branch agencies. He holds a B.A. from Valparaiso University, an M.A.

from the State University of New York at Albany; a Ph.D. from the New York State School of Industrial and Labor Relations at Cornell University, and a J.D. from the William Mitchell School of Law. LeRoy serves on several non-profit boards and also as an occasional arbitrator, factfinder and mediator. He resides in Helena, Montana, with his wife.

Steve Johnson

Central Services Director, Board of Personnel Appeals, Management Member
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Steve Johnson has been a management member of the Board of Personnel Appeals since 2001. He currently works as the Central Services Director for the City of Missoula, and is responsible for collective bargaining and related activities for the City's eleven collective bargaining units. Steve also worked for 18 years as Missoula County's Human Resources Director and Chief Operating Officer, worked as a private consultant, and worked for eight years in the State of Montana's Personnel Division, as the state's chief labor negotiator, and also as a labor relations specialist and personnel specialist. He is a Missoula native and graduated from the University of Montana. Steve is married to Beth Johnson and they have four children.

James Fehr

Human Resource Director
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James has served in public sector human resource management positions in Helena since 2009. He enjoyed working for the State of Montana as a Human Resource Manager from 2009 to 2012 with the Department of Revenue and the Department of Environmental Quality. He accepted the position of Human Resource Director for the City of Helena in 2012 where he currently oversees labor relations with unions including the Helena Fire Department, Helena Police Department and 9-1-1 Dispatch Center. Prior to moving to Helena in 2009, he had nearly 10 years of management experience as a General Manager for Vann's Incorporated in Missoula. James, a Montana native, received both a bachelor's degree and master's degree in business administration from the University of Montana in Missoula. He also holds the designation of Senior Professional in Human Resources. James enjoys living in Montana with his family and spending as much time outdoors as possible.

Francis J. "Hank" Raucci

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Francis J. "Hank" Raucci, an Of Counsel partner with the firm of Hattersley Walter PLLP in Helena, Montana, continues a legal career that spans over 50 years. "Hank" was Executive Vice President and Chief Labor Counsel for American Stores, the largest food and drug retailer in the United States and one of the top ten private employers, with over 120,000 unionized employees. He has supervised over 200 employment-related litigated cases, including what was the largest sex and race discrimination case in the retail industry. Mr. Raucci is a member of the Montana Bar as well as the Pennsylvania and District of Columbia Bars, and is admitted to practice before the US Supreme Court, the Ninth Circuit and Third Circuit Courts of Appeal. He served as Justice Pro Temp in Cascade County and has served on the faculties of the University of Montana, Saint Joseph's University, California State and Temple University School of Law. He has written and lectured extensively on labor and employment issues in the public and private sector. Hank is a Charter Fellow of the College of Labor and Employment Lawyers. He is also a Fellow of the Academy of Court Appointed Masters. In that connection, he is a panel member of the Association of Attorney-Mediators, the National Employment Mediation Service, and National Panels with Labor, Employment and Contracts of the American Arbitration Association and National Panel of FINRA Arbitrators. He has recently been appointed Vice Chairman of the Arbitration Committee of the ABA. Hank continues to be active in civic and community affairs.

Gary Richard Hattal

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Gary Richard Hattal has been a Commissioner with the Federal Mediation and Conciliation Service (FMCS) since 1995 working with labor and management to bridge differences and manage conflict in both the private and public arenas, focusing on labor contracts, alternative dispute resolution techniques, and innovative approaches to solving employment problems. While at FMCS, Commissioner Hattal has served as the Director of the Institute for Conflict Management, Director of Arbitration Services, and Special Assistant to the Agency Director. He has served in three field offices as a mediator and continues to serve in this capacity in Seattle, WA balancing his efforts between mediating labor disputes and training in Labor Disputes and ADR cases. Prior to this, Commissioner Hattal worked for fifteen years for three different International Labor Unions as an organizer, negotiator, representative, and director of training and development during which he represented management as well. He has taught as an Adjunct Professor in several Universities in the fields of Organizational Communication, Development, Group Dynamics and Interpersonal Communication.