

ARTHUR RAY MCCOY

Email: araymccoympls@gmail.com

Present Occupation: Arbitrator

Business Address:

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Saint Paul, MN 55104-1129
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PROFESSIONAL AFFILIATIONS:

Minnesota State Bar Association

EDUCATION

JD	Law	University of Minnesota	1984
BA	Psychology	Dickinson College	1976

CERTIFICATIONS:

Law: Minnesota

Law: Pennsylvania

EMPLOYMENT HISTORY:

Served as a labor arbitrator since 2001. Extensive experience in higher education and labor/employment issues in the public and private sectors. Former positions include interim vice president for student affairs and associate vice president for student affairs at Metropolitan State University, assistant dean of students at the St. Thomas School of Law, assistant dean of students at Hamline University School of Law, executive assistant to the president of Hamline University, staff attorney with Education Minnesota, equity advocate for the Inter Faculty Organization, associate attorney with the law firm of Gordon Miller & O'Brien, director of minority programs and assistant professor of labor studies at the Pennsylvania State University.

ARBITRATION/LABOR RELATIONS EXPERIENCE: Three decades of experience in labor, employment and higher education law and practice.

INDUSTRIES:

Education, Entertainment, Hospital/Nursing, Office Workers/Clerical, Police and Fire, Transportation, Public Sector, Food Service, Corrections, private sector.

ISSUES:

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Past Practices, Promotion, Seniority, Sexual Harassment, Strikes, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages: Cost of Living Pay, Holiday Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders.

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ARBITRATION ROSTERS

Bureau of Mediation Services
Federal Mediation and Conciliation Service
Montana Roster of Arbitrators

FEES:

PER DIEM FEE: \$1500.00

DOCKETING FEE: \$1500.00

CANCELLATION FEE: \$1500.00

Grievance Arbitration: A per diem fee of \$1500.00 will be billed for each day of hearing, study and preparation of the decision and award. The per diem fee is based on an eight hour day. A hearing is any portion of a day up to eight hours. After eight hours of hearing, study or preparation, time is prorated at \$450.00 per hour. This per diem fee applies to all cases with the exception of interest arbitration. The per diem rate for interest arbitration is \$1800.00. My per diem fee applies to both in-person and virtual hearings. I am willing to conduct either a virtual or in-person hearing.

Cancellation Fee: A cancellation fee of \$1500.00 will be charged per scheduled hearing date if the Parties cancel or continue a hearing within 15 calendar days of the scheduled hearing date or if a continuance is granted from the scheduled hearing date and the case is ultimately resolved without a hearing. In addition, the Parties will be responsible for reimbursing the arbitrator for all non-recoverable expenses associated with the scheduling of the cancelled/postponed hearing. If the parties engage the arbitrator to resolve pre-hearing disputes but cancel outside of the 15-day period, an hourly rate of \$450.00 per hour will be charged for resolving the pre-hearing disputes.

Docketing Fee: \$1500.00

The parties will also incur a docketing fee of \$1500.00. This fee is due whether the parties resolve, withdraw or otherwise determine that the arbitrator's services will not be needed following notification of selection to hear the matter.

Expenses: The actual cost of reasonable expenses will be charged to the parties. Expenses might include airfare, car rental, food, lodging, postage and mileage. Mileage is charged at the applicable IRS expense rate. In addition, the parties will be charged at the per diem rate for each day of travel.