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PRESENT OCCUPATION

Arbitrator and Mediator

PROFESSIONAL AFFILIATION

Member, State Bars of California and Arkansas; Member, Labor and Employment Sections of ABA, State Bar of CA and Sacramento County Bar Assn; Fellow, College of Labor and Employment Lawyers; Member, National Academy of Arbitrators

EDUCATION

1969 University of Wisconsin BA

1973 University of Arkansas JD

ARBITRATION EXPERIENCE

More than 30 years of experience in all aspects of labor and employment law. Private practice of labor and employment law representing major labor unions, Youngdahl & Larrison, Little Rock (1974-76) and Levy & Goldman, Los Angeles (1978-80); NLRB Field Attorney with Regions 20 and 32 in San Francisco and Oakland (1977-78); Assistant Chief Counsel, CA Dept. Personnel Administration, Sacramento (1981-82); private practice representing management clients in both public and private sectors (1983-90); full-time neutral practice as arbitrator and mediator since 1990. Substantial experience arbitrating and mediating labor disputes, conducting final and binding interest arbitrations and serving on expedited arbitration panels.

INDUSTRIES

Has mediated and arbitrated disputes across wide variety of industries in both unionized and non-unionized settings including but not limited to: aerospace, agriculture, aluminum, automotive, bakery, banking, chemicals, communications, construction, education, feed and fertilizer, gaming, grocery, healthcare, hotel and restaurant, mining, petroleum/petrochemicals, pharmaceuticals, police and fire, prison, professional sports, transportation, technology, utilities and warehousing.

ISSUES

absenteeism, arbitrability, bargaining unit work, off-duty conduct, discipline and discharge, discrimination (age, disability, race, sex, religion, national origin), drug/alcohol offenses, fringe benefits (bonuses, holidays, medical, leave and vacation), promotions, job posting/bidding, jurisdictional disputes, layoffs, management rights, past practices, safety and health, seniority, sexual harassment, subcontracting, tenure, union security, wages including cost-of-living, holiday pay, incentive pay, merit pay, overtime, severance and vacation pay); scheduling, wage and hour, violence and threats of violence.

PERMANENT PANELS

Carson-Tahoe Regional Healthcare and Healthcare Employees Assn; Unite Here Local 49 and Rubicon Partners; Town of Pahrump (NV) and IAFF Local 4068; CA Tribal Labor Panel (Gaming); USDA Food Safety and Inspection Service and National Joint Council of Food Inspection Locals; State of CA and Correctional Peace Officers Assn; Teamsters Cannery Council and CA Processors, Inc. Expedited Arbitration Panel; Las Vegas Metropolitan Police Department (Managers and Supervisors Panel); California State Employees Assn and UAW Local 2350; SSA/AFGE National Panel of Arbitrators; Southern California Edison and IBEW Local 47; California Teachers Association and California Associate Staff; Santa Clara Valley Water District and Engineers Society IFPTE Local 21; Santa Clara County and Registered Nurses Professional Association and RockTenn and United Steelworkers; County of Santa Clara and Valley Physicians Group; University of CA and Coalition of University Employees Teamsters Local 2010.

ARBITRATION ROSTER(S)

American Arbitration Association (Labor, Mediation, Commercial and Large Complex Case Panels); Federal Mediation and Conciliation Service Roster; Oregon Employment Relations Board; and City of Los Angeles Employee Relations Board

PUBLISHED CASES

SIGNIFICANT PUBLICATIONS

"Surviving Your First Labor Arbitration: Tips for the New Advocate," Dispute Resolution Journal, Vol. 70/No. 1 (2015)

PER DIEM FEE

\$2550.00 for hearing of any length, study and writing is pro-rated

DOCKET FEE

None

CANCEL FEE

Per diem fee

GRIEVANCE ARBITRATION

\$2550.00 for hearing of any length, study and writing pro-rated.

CANCELLATION POLICY

If either party removes the case from calendar for any reason within 30 days of the initial hearing date, each party is billed an equal share of the arbitrator's per diem for each scheduled hearing date.

INT ARBT, FACT FND & LABOR MED

A per diem of \$2750.00 is charged for Mediation, Interest Arbitration and Fact-finding.

TRAVEL TIME

Per diem charged for each day of travel in excess of four hours

EXPENSES

Arbitrator charges actual costs of expenses reasonably incurred including airfare, car rental, meals and lodging.