

# Casillas ADR Services

Christopher J. Casillas, Ph.D.  
Attorney at Law

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Email: [casillas\\_adr@outlook.com](mailto:casillas_adr@outlook.com)

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Since beginning his professional career in 2003, Arbitrator Casillas has developed extensive experience in labor relations through a diverse career as a labor attorney, neutral, and academic. For over ten years, Arbitrator Casillas worked in private practice as a labor-side attorney, representing various unions throughout Washington State in areas ranging from contract negotiations to grievance arbitration and unfair labor practice hearings. While on sabbatical from private practice, Arbitrator Casillas pursued his graduate studies at Cornell University, earning an M.A. in 2009 and a Ph.D. in Government in 2012. During his time at Cornell, Arbitrator Casillas completed coursework at the distinguished School of Industrial and Labor Relations.

In 2018, Arbitrator Casillas transitioned to a neutral with the Washington State Public Employment Relations Commission (PERC) as an administrative law judge, mediator, and trainer. As a PERC staff member, he has handled dozens of cases each year involving issues with unfair labor practice charges, grievances, representation questions, fact-finding, and mediation. In conjunction with his career with PERC, Arbitrator Casillas is also a member of the adjunct faculty at both Seattle University School of Law and the University of Washington School of Law. At both institutions, Arbitrator Casillas teaches labor law in the private and public sectors, negotiation theory and practice, as well as a variety of constitutional law courses.

## **LEGAL EXPERIENCE:**

- Arbitrator (2021 to present)
- Labor Relations Adjudicator/Mediator, Washington State PERC (2018 to present)
- Affiliate Instructor of Law, University of Washington School of Law (2019 to present)
- Adjunct Professor of Law, Seattle University School of Law (2013 to present)
- Attorney, private practice (2003-2006; 2009-2018)

## **EDUCATION:**

- Ph.D., 2012, Cornell University, Government
- M.A., 2009, Cornell University, Government
- J.D., 2003, Seattle University School of Law (*magna cum laude*)
- B.A., 2000, University of California, Santa Barbara (*Honors*)

## **PROFESSIONAL AFFILIATIONS:**

- Washington State Bar Association Dispute Resolution Section, Executive Committee At-Large Member
- American Bar Association (Labor & Employment Section; Section of Dispute Resolution)

***Available for in-person and remote hearings!***

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- Washington State Bar Association (Alternative Dispute Resolution Section)
- Northwest LERA (presenter)

## **CERTIFICATIONS:**

- Washington State Bar Association, 2003-present
- Federal Mediation and Conciliation Service, Becoming a Labor Arbitrator, 2021

## **ARBITRATION ROSTERS:**

- Federal Mediation and Conciliation Service
- Oregon Employment Relations Board
- Montana Board of Personnel Appeals

## **PUBLICATIONS & PRESENTATIONS:**

- Casillas, Christopher J., Enns, Peter K, and Patrick Wohlfarth, 2011. “How Public Opinion Constrains the Supreme Court” *American Journal of Political Science* 55(1): 74-88.
- “Negotiation Basics: How to Bargain from Day 1 to Ratification” Presented at the Northwest LERA, Seattle, WA: April 3-4, 2014
- “Life after *Janus*: Apocalypse or Phoenix Rising?” Presented at the Northwest LERA, Seattle, WA: April 5-6, 2018.
- “Political Gerrymandering” Presented at the Seattle University Joaquin Avila Memorial Symposium, Seattle, WA: March 1, 2019.
- “Labor Law Update” Presented at the Northwest LERA, Seattle, WA: March 28, 2019.
- “Negotiating Our Differences: Bargaining Styles: Presented at the Northwest LERA, Seattle, WA: April 22, 2021 (virtual).
- “Bargaining New Ideas” Presented at the Northwest LERA, Seattle, WA: April 22, 2022 (virtual).
- “The Paradox of Negotiations” Presented at the Northwest LERA, Tacoma, WA: April 21, 2023.
- “Labor Law Update” Presented at Pacific Coast Labor & Employment Conference, Seattle, WA: April 27, 2023

## **FEES:**

- **Per Diem:** My per diem rate is one thousand seven hundred fifty dollars (\$1750.00) per hearing day. A full Fee Schedule & Terms of Engagement is provided to parties upon appointment.

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- **Travel:** Travel time to and from the hearing location is charged from my business address. Travel on days other than hearing days is billed in half day increments. When travel and hearing time exceed seven hours in one day, time after seven hours will be billed on an hourly basis of \$250.00 per hour.
- **Cancellation Policy:** Cancellations or postponements of confirmed hearing dates occurring 14 days or less prior to the hearing date will be assessed the per diem rate for one day for each day of scheduled hearing. Cancellations or postponements of confirmed hearing dates occurring 30 days or less, but more than 14 days prior to the hearing date, will be assessed the per diem rate for one-half day for each day of scheduled hearing.
- **Expenses:** Expenses incurred for transportation and accommodations on out-of-town trips and meals are based upon actual out-of-pocket expenditures and charged from my business address, unless otherwise agreed.

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