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Present Occupation Arbitrator/mediator with practice limited to labor & employment cases.

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PROFESSIONAL STATEMENT

I have practiced labor law for over thirty years representing both unions and employers. In addition I have years of experience as an administrative law judge and hearing officer for cities, counties, and school districts. I am a member of the National Academy of Arbitrators (NAA) and author of; Equitable Defenses Under State Blue-Sky Law, PIABA B. J., Vol. 16, No. 3 (2009); Disregarding the Manifest Disregard of the Law Standard Under the Federal Arbitration Act, 17 PIABA B. J. 179 (2010); Interest Arbitration, Aitchison, Gaba & Downes, LRIS Press (2022).

PROFESSIONAL AFFILIATIONS

National Academy of Arbitrators
American Arbitration Association
EEOC early resolution program mediator
FINRA-New York Stock Exchange-NASD; Arbitrator- Panel Chair- Trainer
FMCS Institute; Faculty for a variety of FMCS administered courses
King County Superior Court Arbitrator
NAA Northwest Region; Past Chair
National Association of Administrative Law Judges
National Association of Railroad Referees
National Judicial College
NW LERA; Past President
WA Bar, Labor & Employment Section; Section Leader

EDUCATION

MBA Finance University Of Nebraska 1987
JD Labor And Employment Law University Of Nebraska 1985

CERTIFICATIONS

Attorney
Video Arbitration Capable
In Person Ready
Law - Idaho 2009
Law - Washington 1989
Law - Nebraska (inactive) 1985

ARBITRATION/LABOR RELATIONS EXPERIENCE

Compass Law Group PS Inc - Partner, 2001 - 2022
Golbeck Roth PLLC - Of counsel, 2000 - 2015
Seattle School District; City of Bellevue; Other Jurisdictions - Hearing Officer, 1994 - 2002
Metropolitan King County - Director of Labor Relations, 1992 - 1996
Washington Nurses Association - General Counsel, 1990 - 1992

State Of Washington - Asst. Attorney General, 1989 - 1990
NE Appeal Tribunal - Chief Administrative Law Judge, 1986 - 1989
Department Of Labor - Attorney, 1985 - 1986

INDUSTRIES

Aerospace, Agriculture, Airlines, Aluminum, Automotive, Bakery, Beverage, Brewery, Broadcasting, Building products, Canning, Cement, Chemicals, Clothing, Coal, Communications, Construction, Dairy, Distillery, Education, Electrical Equipment/Appliances, Electronics, Entertainment/arts, Feed & fertilizer, Food manu/proc/service, Foundry, Furniture, Glass/pottery, Grain mill, Health care, Hospital/nursing home, Hotels/motels/casinos/resorts, Iron, Lumber, Machinery, Maritime, Meat packing, Metal fabrication, Mining, Nuclear energy, Office workers/clerical, Organizations, Packaging, Paint & varnish, Petroleum/petrochemicals, Pharmaceuticals, Plastics, Plumbing, Police & fire, Printing & publishing, Prison guard, Public sector grievance, Public sector interest, Pulp & paper, Railroads, Refrigeration/HVAC, Restaurants, Retail stores, Rubber/tire, Shipbuilding/dry-dock, Sports, Steel, Stone/quarry, Symphony orchestra, Textile, Tobacco, Transportation, Trucking & storage, Utilities, Warehousing

ISSUES

Absenteeism, Affirmative action, Age, Arbitrability, Bargaining unit work, Bonus fringe benefits, Conduct (off-duty/ personal), Cost-of-living pay, Demotion, Disability, Discipline (discharge), Discipline (non-discharge), Discrimination, Drug/alcohol offenses, Fact finding, Fringe benefits, Gender, Grievance mediation, Health/hospitalization, Hiring practices, Holiday pay, Holidays, Incentive pay, Insurance, Job classification & rates, Job performance, Job posting/bidding, Jurisdictional dispute, Layoffs/bumping/recall, Leave, Management rights, Merit pay, National origin, Official time, Other (please specify), Overtime Pay, Past practices, Pension and welfare plans, Pension claim (fed. statute), Promotion, Race, Religion, Retirement, Safety/health conditions, Seniority, Severance pay, Sexual harassment, Strikes/lockouts/work stoppages/slowdowns, Subcontracting/contracting out, Tenure/reappointment, Unilateral, Union security, Vacation, Vacation pay, Violence or threats, Wages, Work Hours/Schedules/Assignments, Working conditions/work orders

PERMANENT PANELS

AFGE 1406/Air Force Material Command; City Of Federal Way/FWPOA; City Of Tukwila/TPOG; Eglin AFB / AFGE; FAA/National Air Traffic Controllers Assc.; Hill AFB / AFGE 1592; Kimberly Clark/AWPPW; Port of Seattle/Teamsters 117; Puget Sound Naval Shipyard/BMTC; San Bernardino County/SBCPOA; State of Alaska/Alaska Patrol Offic. Assc.; State of Alaska/ASEA; State of Oregon/AFSCME 75; Tata Chemical / USW; USPS/APWU

ARBITRATION ROSTERS

FMCS Arbitration Roster; AAA; CA CMS; KS PERB; MT PERC; NE CIR; NV PERB; OR PERB; WA PERC

PUBLISHED CASES

City of Independence, 2021 BL 298590, 2021 BNA LA 179, Nye County, 2021 BL 396676, 2021 BNA LA 286, Northshore Exteriors, Inc., 2020 BL 205175, 2020 BNA LA 1096, RMA Group, Inc., 138 LA 1586 (2018), 200996-AAA, 137 BNA LA 1458 (2017), Linn Cnty., 136 LA 616 (2016), Andersen Structures, 135 LA 935 (2015), Simpson Lumber Co., 133 LA 1789 (Arb. 2014), Electrolux Home Products, 132 LA 1559 (2014), Clearwater Paper Corp., 132 LA 465 (2013), Holly Frontier Refining Co., 130 LA 1669 (2012), Crown Cork and Seal USA, 130 LA 1015 (2012), Kansas City Board of Public Utilities, 130 LA 724 (2012); Kimberly-Clark Corp., 130 LA 305 (2011), City of Oakland, 128 LA 1217 (2011), Oregon Department of Corrections, 127 LA 641 (2010), County of Monterey, 127 LA 207 (2009), Grandview School District, 126 LA 1263 (2009), City of Montclair, 127 LA 32 (2009), U.S. Department of the Army, 125 LA 1287 (2008), Lincoln Electric System, 125 LA 1185 (2008), United Parcel Service, 124 LA 1032 (2008), The Canyons

Inc. 123 LA 1271 (2007), St. Peter Hospital, 123 LA 473 (2007), Klamath County, 122 LA 1745 (2006), Lehigh Cement Co., 122 LA 643 (2006), Fluor Hanford, 122 LA 65 (2005), Denver School District, 120 LA 816 (2004), Basin Electric Power Cooperative, 120 LA 210 (2004), Graphic Packaging International, 120 LA 140 (2004), Kitsap County, 119 LA 1753 (2004), Mission Foods, 118 LA 1608 (2004), Rabanco Recycling, 118 LA 1411 (2003), City of Mill Creek, 116 LA 101 (2001); plus many others.

RATES/POLICIES

Per Diem: \$2,400.00

\$2,800 per day for interest arbitration. ½ per diem for travel of more than two hours. Hourly rate of \$300 for time after 5:30 PM

Cancellation: \$2,400.00

Cancellation fee is charged for the number of hearing dates set unless notification of settlement is given thirty business days prior to the first day of hearing. There is a \$300 charge for cancelled or re-booked airfare.

Expenses: Actual expenses are charged to the parties. If the employer or union requires the arbitrator to register in an electronic billing/payment system (other than SAM) in order to be paid, the time required to register and process the arbitrator's invoice, including correspondence and communication with the party, will be billed at the arbitrator's hourly rate of \$300

Travel Time: \$1,200.00

One-half the normal per diem rate is billed for travel on any day in which travel takes more than two hours or for which an overnight stay is required.