

# DAVID STITELER

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## PRESENT OCCUPATION

Arbitrator

## PROFESSIONAL AFFILIATION

Labor and Employment Relations Association

## EDUCATION

1972 University of Wyoming BA (Pol. Sci.)

1975 School of Law, University of Wyoming JD

## ARBITRATION EXPERIENCE

2003-Present: Arbitrator. 1996 - 2003: Chair/Member, Oregon Employment Relations Board. Conducted hearings and wrote decisions in labor and employment disputes arising under public sector bargaining law, civil service law, and limited private sector bargaining law. 1992 to 1996: Administrative law judge, Oregon Employment Relations Board. Investigated complaints, conducted hearings, and issued recommended decisions. 1980 to 1991: Staff attorney, MPEA. Represented the union and its members in grievance arbitrations, fact-findings, proceedings before BoPA, and in court. Negotiated collective bargaining agreements for several bargaining units. 1975 to 1980: Attorney/ Labor Relations Specialist, MT Dept. of Administration. Negotiated contracts and handled grievances. Represented state agencies in arbitration, administrative hearings, and court.

## INDUSTRIES

Bakery; clothing; communications; container/packaging; corrections, education; entertainment/arts; federal sector; food processing; health care; hospitals/nursing home; hotel/motel; laundry; local government; mass transit; office workers/clerical; organizations; packaging; police and fire; retail stores; sanitation; shipyard/drydock; state government; telephone; transportation; utilities; warehouse.

## **ISSUES**

Ability; absenteeism; arbitrability; assignment; bargaining unit work; benefits; conduct (off duty/personal); crew size; demotion; differential; discipline (non-discharge); discipline (discharge); dishonesty/theft; drug testing; fights/altercations; fair share fee; fringe benefits (bonus, holidays, insurance, leave, vacation); health/hospitalization; hiring practices; insubordination; job classification; job performance; job posting/bidding; jurisdictional disputes; layoffs/bumping/recall; longevity; management rights; overtime; past practices; pay rates; promotion; retirement; safety/health conditions; seniority; strike/lockout; subcontracting/contracting out; wages (holiday pay, job classification & rates, vacation pay); work hours/schedules/assignments; working conditions/work orders; violence/threats.

## **PERMANENT PANELS**

Representative examples:

Anchorage Education Association and Anchorage School District; IBEW Local 659 and PacifiCorp; OR University System and SEIU 503; Metro and ATU 587; State of Alaska and Alaska Corrections Officers Association; King County Sheriff and King County Police Guild

## **ARBITRATION ROSTER(S)**

FMCS

MT Board of Personnel Appeals

AK Labor Relations Agency

## **PUBLISHED CASES**

As a matter of practice, I do not submit decisions for publication. Please contact me if you would like copies of representative decisions.

## **PER DIEM FEE**

\$1,200 per day for hearing, study, writing, and travel. Study, writing, and travel time prorated.

## **DOCKET FEE**

None

## **CANCEL FEE**

One day's per diem for each date scheduled.

## **GRIEVANCE ARBITRATION**

\$1,200 per day for hearing, study, writing, and travel. Study, writing, and travel time prorated.

## **CANCELLATION POLICY**

One day's per diem will be charged for each day of hearing scheduled if a hearing is canceled/postponed 21 days or less before the first scheduled date. Each party is liable for half of any cancellation fees, absent an express agreement to the contrary. Cancellation fees may include expenses incurred.

## **INT ARBT, FACT FND & LABOR MED**

\$1,200 per day for hearing, study, writing, and travel. Study, writing, and travel time prorated.

## **TRAVEL TIME**

Prorated per diem fee, but I generally do not charge travel time for MT cases.

## **EXPENSES**

Transportation (airplane, rental car, taxi, etc.) is charged at actual cost. Travel expenses to hearings in MT are charged from Portland. Meals and lodging are charged at actual reasonable cost.