



**Donna E. Lurie**

**Lurie Workplace Solutions**

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### **Arbitrator Experience & Training**

- Labor, Employment & Consumer Arbitration Panels of the American Arbitration Association (AAA), starting in 2017
- Labor Arbitrator for Federal Mediation & Conciliation Service (FMCS) since 2017
- Grievance & Law Enforcement Arbitrator for WA Public Employment Relations Commission (PERC) since 2020
- Grievance Arbitrator for Oregon Employment Relations Board (ERB) since 2020
- California PERB Arbitrator & Fact-Finder since 2024
- Montana Board of Personnel Appeals since 2018
- Alaska Board of Arbitrators since 2019
- King County Personnel Appeals Board – Member of Board since 2024
- Labor Relations Connection (LRC) Arbitrator Panelist since 2025
- Arbitrator of business contract disputes for Superior Court (1991-1994)
- Becoming a Labor Arbitrator course by FMCS in 2013
- King County Arbitrator course for Mandatory Arbitration program in 1990
- Advanced arbitration training with AAA & FMCS since 2017
- Lead on 120+ arbitration cases and briefs; Coach & mentor for colleagues
- Arbitrator of pattern bargaining & interest arbitration cases since 2020

### **Labor Relations Training & Experience**

- 30+ years' experience in labor relations, negotiations, labor & employment law
- Honors graduate of University of Wisconsin Law School – Juris Doctor degree
- Summa Cum Laude graduate of Pennsylvania State University – BA in Labor Relations
- Lead negotiator for school district contracts and drafter of contract language
- Lead for Joint Labor-Management Committees on leave policies, cyber-bullying, sexual harassment, workplace safety, essential job requirements, salary schedules, performance evaluation, probation, workplace investigations, discipline, workforce diversity, substance use, employee assistance programs, professional development models, staffing & layoffs, work calendar, religious holidays, due checkoff & agency shop, workplace communication platforms, subcontracting, jurisdictional issues, posting & bidding, possession of firearms, FMLA, wage & hour, overtime, interview panels.
- Developed grievance and peer mediation programs for public agencies and schools
- Mediator of 100+ workplace disputes, including discrimination & civil rights
- Developed job classification systems for public agencies & school districts
- Advanced Mediation course at Straus Institute, Pepperdine University

### **Industry Experience as an Arbitrator or Mediator**

K-12 Education, Colleges, State Agencies, Law Enforcement, Fire & EMS, Banking, Telecommunications, Cryptocurrency, Manufacturing, Package Delivery & Logistics, Transit & Transportation, Pharmaceutical, Health Services, Gig Economy work, Correctional Facilities, Military installations, Trades, Food production, Software development & sales, Legal services & collection of fees, cruise lines, retail, corporate security, County and Municipal employees, office employees, Drivers as independent contractors, ERISA & Pensions, and issues regarding Work from Home and multiple employment positions.

### **Professional & Community Service**

- College of Labor & Employment Lawyers – inducted in 2025
- Former Chair of King County Bar Dispute Resolution Section, 2015-2019
- Vice-Chair of WA Bar Dispute Resolution Section – current
- Pacific Coast Labor & Employment Law Conference Committee since 2017
- NW Dispute Resolution Conference Committee since 1990
- Conference presenter on Mediating Workplace Disputes, Arbitrability Challenges & Responses, Ethics for Labor Lawyers, Generations in the Workplace, Preparing for Arbitration, Mental Health & Wellness, Mandatory Arbitration clauses, U.S. Supreme Court Decisions on Arbitration, Sexual Harassment, Nondisclosure Agreements, Interest Arbitration, and Working with Neurodiverse Parties as an ADR Practitioner.
- Volunteer Judge for Mediation, Negotiation, and Arbitration law school competitions
- Former Board President and current Board Member for NAMI Eastside – East King County affiliate of the National Alliance on Mental Illness since 2018. Winner of Rynas Award.
- Licensed to practice law in Washington State since 1983
- Fellow of the American Bar Foundation - current

### **Arbitration Fees**

- Per diem rate is \$300/hour up to \$2,000/day. This rate is charged for Hearings and for preparing the Decision and Award. Hearings are charged a minimum of one day unless we have agreed to another arrangement in advance.
- All cases are subject to cancellation fees after contracting. Matters canceled more than 20 calendar days prior to the scheduled hearing are charged \$1,000 plus any unrefunded travel expenses. Matters canceled 20 or fewer calendar days prior to the hearing are charged \$2,000 plus unrefunded travel costs. No cancellation fee is charged for unused hearing dates in cases completed earlier than originally scheduled.
- Travel time and meals are NOT charged. I charge the IRS mileage rate for vehicle travel outside Seattle, Washington and any necessary lodging and transportation costs.
- Additional information can be found in the Terms of Engagement