

Howell L. Lankford, NAA

- Occupation: Labor-management grievance arbitrator and mediator, and interest arbitrator.
- Contact: P.O. Box 22331, Milwaukie, OR 97269-0331; (503)349-3842, hll@iname.com.
- Organizations, publications: NAA: Past Member of the Board of Governors, past Membership Chair (2019-2022), past Regional Chair and member of the Arbitrator ethics committee of the National Academy of Arbitrators. Fellow of the College of Labor and Employment Lawyers. Past Chair of the Oregon State Bar Labor & Employment Law Section. Past Editor of the *Washington Labor Law Digest*. Past Editor of the annual University of Oregon PERC *Casebooks* and of the LERC *Monograph* series, including *Individual Statutory Rights of Represented Employees*. Author of the Oregon State Bar CLE chapter on enforcing public sector collective bargaining agreements in *Labor & Employment Law*, 1990, 1994, 1997, 2002 and 2012. Editorial staff of the 2025 edition of *How Arbitration Works* and of *Interest Arbitration* (3rd Ed., Will Aitchison, et al, LRIS 1922). Faculty member of various AAA programs and of the FMCS Becoming a Labor Arbitrator program.
- Experience as a neutral: 1979-1984: ALJ for the Oregon Employment Relations Board. Full time private practice as a neutral in labor relations since 1984. **Grievance arbitration**, mediation, and factfinding cases involving (1) cause for discipline and discharge and (2) contract interpretation issues including arbitrability, evaluation, RIF, seniority, subcontracting, safety, discrimination and harassment, FLSA, FMLA, disability, alcohol & substance abuse & testing, overtime, salary administration, skimming, double-breasting, classification, health insurance and fringe benefits, assignment and transfer, accommodation, incentives, union security & fees, etc. **Interest arbitration** in police, fire, corrections, communications, school & public transit, K-12, community college and university, city and county, senior and acute care, inland waterways, union staff, and in the private and federal sectors. Police Internal Affairs Auditor for the City of Eugene, Oregon (2001-2005).
- Prior experience: Truck driver, dispatcher, carpenter, asst. restaurant manager, disability agent, personnel agent, Asst. Professor of Philosophy (University of Alabama), Attorney (now inactive), Deputy Labor Relations Counsel for Multnomah County, Oregon.
- Education: J.D., University of Oregon, 1977; M.A., K. Phl., Northwestern University, (Evanston, Illinois) 1968; B.A., Reed College, 1965.
- Public lists: AAA; FMCS; Hawaii HLRB; Montana BPA; Oregon ERB; Washington PERC.
- Current & recent private panels (a partial list): Oregon State Hospitals (nurse units) & AFSCME; Oregon Health Science University & AFSCME; State of Oregon & SEIU (sole State-wide classification dispute arbitrator); Univ. of Washington & SEIU; State Of Washington & WSEA (AFSCME); PacifiCorp & UW (Wyoming); FAA & NATCA (Pre-Arb.); State of Alaska & PSEA; State of Alaska and MM&P; State of Alaska and APEA; Boeing & IAM; Transdev Services & IBT; State of Oregon & SEIU (Home Care Workers, Adult Foster Care Workers, etc.); AT&T Mobility and CWA.
- Fees: \$3,200/ (7 hour) day of grievance or interest arbitration hearing, travel, research, study and writing time, plus hotel and car or Lift costs. \$3,200 per day for grievance mediation. Cancellation and set over fees: one day's fee per scheduled day of hearing if notice is received by my office less than 30 days prior to the scheduled beginning of the hearing. For hearings scheduled for 3-4 days, the minimum cancellation/set over notice period is sixty days; for 5 days or more it is ninety days. Same rate for remote or in-person hearings. I require a written record of all hearings. Workshops on the arbitration topics for labor, management, or joint groups, for expenses only.

(01/01/26)