

Oct. 23, 2019

LEROY SCHRAMM

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HELENA MT 59601

Phone: 406-443-5033

PRESENT OCCUPATION

Arbitrator/Mediator (retired from active practice of law)

PROFESSIONAL AFFILIATION

Board of Directors, Prickly Pear Land Trust, Helena, MT

Board of Trustees, Lewis and Clark County Library

Alternate Chairperson, Montana Board of Personnel Appeals

Board of Directors, Helena Indian Alliance (2007-2011).

Chair, Governors Post-Secondary Scholarship Advisory Council (2005-2017)

EDUCATION

1966, Valparaiso University, Valparaiso, Indiana BA

1968, Grad. School of Public Affairs, St. Univ. of NY at Albany MA

1972, NY State School of Industrial and Labor Relations, Cornell Univ., Ithaca, NY Ph.D

1977, William Mitchell College of Law, St. Paul, Minnesota J.D.

ARBITRATION EXPERIENCE

See section below for recent experience.

1981 to August 30, 2004. Chief Legal Counsel, Montana University System and Montana Board of Regents of Higher Education. Represented the University System in litigation of all kinds, drafted and interpreted policies, and provided legal advice to the Regents, the Commissioner of Higher Education and administrators throughout the University System.

1978 - 1981: Chief, Labor Relations Bureau, State of Montana. Responsible for either personally negotiating or else supervising negotiators for the State of Montana in negotiations with 70 collective bargaining units covering 10,000 employees. Also responsible for the administration of those same contracts, including overseeing the grievance procedures.

1972 - 1978: Legislative Analyst, Labor Committee and Governmental Operations Committee, Minnesota House of Representatives. Researched and drafted legislation on topics such as collective bargaining, labor standards, workers compensation, pension administration, etc.

ARBITRATION EXPERIENCE

In recent years I have arbitrated cases for the following employers: State of Alaska; Western Energy (i.e., Westmoreland Coal); State of Montana; City of Dillon, MT; CenturyLink; School District No. 1 of Silver Bow County (Butte), MT; Beaverhead County, MT; City of Havre, MT; City and County of Butte-Silver Bow, MT; Cascade County, MT; Spokane Transit Authority; Lockwood MT Fire District

In recent years I have arbitrated cases for the following unions: Alaska State Employees' Assn. (AFSCME); Montana Public Employees' Assn.; International Brotherhood of Electrical Workers; International Union of Operating Engineers; Butte Teachers' Union (MEA-MFT);

International Association of Fire Fighters; Butte Police Protective Association; Cascade County Deputy Sheriff's Assn.; Amalgamated Transit Union

ISSUES

Familiar with virtually any contractual issue that could come up under a collective bargaining agreement: termination, discipline, promotion, seniority, assignment etc. I also have experience dealing with statutory issues such as discrimination and wrongful discharge. Over the last 45 years in labor relations I built my reputation upon fairness and respect for the rights of both employers and employees.

PERMANENT PANELS

Permanent panel chosen jointly by the State of Alaska and AFSCME.

Permanent panel chosen jointly by the State of Alaska and the Masters, Mates and Pilots' Union

Permanent panel chosen jointly by the State of Alaska and the Alaska Correctional Officers Association

ARBITRATION ROSTER(S)

FMCS Roster of Arbitrators.

Montana Board of Personnel Appeals Roster of Arbitrators.

I have not sought admission to other rosters because I wish to limit my workload.

PUBLISHED CASES

I have not generally submitted my cases for publication because I have plenty of work and therefore I see no need to publicize my cases. Also, many of my cases involve public employee discipline and discharge cases where public disclosure of a decision is limited by state law privacy rights. I will provide redacted decisions upon request.

SIGNIFICANT PUBLICATIONS

"Mont. Employment Law & the 1987 Wrongful Discharge From Employment Act" 51 Montana Law Review, (1990) pp. 94-125.

"The Job Rights of Strikers in the Public Sector" 31 Industrial & Labor Relations Review, (1978) pp. 322-35.

"Authorization Cards as Valid Indicators of Union Majorities" 20 Syracuse Law Review (1969) pp. 577-99.

PER DIEM FEE

The fee is \$750 per day for hearing, research and preparation of an opinion and award. A hearing day is any portion of a day up to eight hours. Time for research and preparation is prorated.

DOCKET FEE

None

CANCEL FEE

Yes, see below.

GRIEVANCE ARBITRATION

Same as above.

CANCELLATION POLICY

Once a hearing is scheduled a postponement or cancellation within less than one month, but more than fourteen days, of the hearing date will result in a charge of \$375. A postponement or cancellation within 14 days or less of the hearing date will result in a charge for one day of hearing (\$750).

INTEREST ARB., FACT FINDING & LABOR MEDIATION

Same as above.

TRAVEL TIME

\$75 per hour. If on a hearing day only time in excess of 8 hours total will be billed.

EXPENSES

Actual cost of reasonable travel and case-related expenses, including coach airfare, car rental, food and lodging. Personal automobile mileage will be assessed at the applicable IRS rate.