Mark C. Travis, NAA

Arbitrator & Mediator

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Experience: Labor relations and employment discrimination law attorney for twenty-five years before becoming full-time independent neutral in 2009 to serve as Director of state Labor-Management Center. Neutral practice devoted exclusively to resolution of employment law and labor relations disputes in the public and private sectors in both arbitrations and mediations. Also serve as Administrative Judge for Office of Federal Operations, Equal Employment Opportunity Commission.

Education: Master of Laws in Dispute Resolution, Pepperdine University School of Law, 2007; Juris Doctor, University of Louisville, 1984; Bachelor Science in Business Administration, University of Tennessee, 1981

Professional Affiliations: Wyoming Bar Association; Tennessee Bar Association; American Bar Association; National Academy of Arbitrators; College of Labor and Employment Lawyers; American College of Civil Trial Mediators; Labor and Employment Relations Association; Society of Federal Labor and Employment Relations Professionals; National Academy of Distinguished Neutrals

Recent Publications: *Reforming Judicial Review to Permit Bargained-For and Fast-Track Review* in The Federal Arbitration Act: Successes, Failures, and a Roadmap for Reform, Chapter 25, co-authored with John Burritt McArthur (Cambridge Press, 2025); *Drafting the Arbitration Clause: Identifying Terms and Traps,* Tennessee Bar Journal, Tennessee Bar Association, Vol. 59, No. 6 (November/December 2023) (co-author with Matt Sweeney); *So Where Are We Now? Developments Under the "Ending Forced Arbitration of Sexual Assault and Sexual Harassment",* Labor and Employment Law Connect, Tennessee Bar Association, Labor and Employment Law Section (October 2023); *Supreme Court Limits Federal Court Jurisdiction in Review of Arbitration Awards,* Labor and Employment Law Connect, Tennessee Bar Association, Labor and Employment Law Section (Spring 2022); *When One Door Closes: New Law Ends Arbitration of Sexual Harassment Claims,* Tennessee Bar Journal, Tennessee Bar Association, Vol. 58, No. 3 (May/June 2022); *Employment Arbitration in the Wide, Wide World of Sports,* Labor and Employment News, American Bar Association, Labor and Employment Law Section, Vol. 50, No. 1 (Spring 2022); *Tennessee's "T.E.A.M." Act: A New Day in Public Sector Employment Law,* Tennessee Bar Journal, Tennessee Bar Association, Vol. 48, No. 10 (October, 2012)

Public Lists: American Arbitration Association; Federal Mediation and Conciliation Service; U.S. Equal Employment Opportunity Commission, Office of Federal Operations; U.S. Virgin Islands, Public Employee Relations Board; Montana Department of Labor and Industry, Board of Personnel Appeals; Labor Relations Connection

Recent Private Panels:	American Federation of Government Employees and Social Security Administration (Region 9); Ohio Nurses Association and University of Cincinnati Medical Center; National Association of Letter Carriers, Region 8 and United States Postal Service (Southern Expedited Panel); National Treasury Employees Union and U.S. Department of Energy; United Food & Commercial Workers, Local 1995 and Kroger Company
Fees:	Per diem: Rate for hearing is $2,200.00 per day (Seven hours). Study, writing, any substantive conference time (e.g. motion hearings) and travel may be charged at increments of one-quarter hour. No charge for administrative overhead. Cancellation Fee: One day's per diem times the number of days reserved for the hearing for any case (remote or in-person) cancelled within 30 days of the scheduled start of the arbitration hearing. Actual expenses incurred (required guaranteed reservations, for example) are also billed. Cancellation fees are billed on a 50-50 basis unless some other arrangement has been agreed upon and communicated to me at the time of the cancellation. Travel, Mileage and Other Expenses: Automobile travel charged at the Internal Revenue Service rate for business use of a private automobile in effect at the time. Mileage is calculated from Bozeman, Montana. Cost of lodging is charged at cost, and meals are charged according to applicable federal per diem regulations. The per diem fee will apply to any portion of a travel day up to eight hours.