

MICHAEL ANTHONY MARR, JUDGE (RET.)

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Present Occupation: Attorney, Arbitrator, and Mediator

(Hawaii Office)

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PROFESSIONAL AFFILIATIONS:

Washington State Bar Association (1979)

Supreme Court of the United States

United States District Court/Western Washington

Labor and Employment Relations Association

Hawaii State Bar Association (1980)

United States 9th Circuit Court of Appeals

United States District Court of Hawaii

Society of Federal Labor Relation Professionals

EDUCATION:

BA Political Science University of Washington, 1975 (Magna Cum Laude and Phi Beta Kappa)

JD Law University of San Francisco, 1978 (Two Scholarships)

JUDICIAL EXPERIENCE:

September 17, 1987 through October 30, 2022 – Honolulu Per Diem District Court Judge (Per Diem – 11 years and 11 months FTE; Pensioner

Alumni, National Judicial College

Retired Judge, American Judges Association

ARBITRATION/LABOR RELATIONS EXPERIENCE:

February 16, 1979 to Present - Law Offices of Michael Anthony Marr

With the exception of providing legal services to Hawaii's indigent community, the law practice is dedicated to providing arbitration, mediation, and other neutral services in the area of labor and employment law in the federal, public, and private sectors.

Arbitrator/mentor for the Oregon Labor Relations Board.

INDUSTRIES:

Military (army, navy, air force, and national guard), architecture, airlines, aerospace, medical/hospital, advertising, automotive, bakery, banking, broadcasting, education, communications, construction, engineering, food (mfg./proc./service), energy and nuclear power, entertainment/arts, hotels/motels/casinos/resorts, machinery, oil, gas, and petrochemicals, United States Border Guards, police and highway patrol, sheriffs, prison guards, fire, public utilities, office workers/clerical, organizations, printing and publishing, real estate, shipbuilding/dry docks, transportation, trucking and storage, warehousing, and restaurants.

ISSUES:

Interest arbitration, jurisdiction, arbitrability, absenteeism, conduct (off-duty)/personal, demotion, employee discipline (discharge and non-discharge), discrimination, age, race, disability, and sex, grievance procedures, drug/alcohol offenses, collective bargaining, agreement interpretation, lay-offs/bumping/recall, past practices, seniority, subcontracting/contracting out, hiring practices, work conditions and safety, work orders, job performance, seniority/tenure/reappointment, harassment, violence/threats, management and union rights, arbitrability (procedural and substantive), complex discovery and prehearing motions, i.e., non-mutual offensive issue preclusion, res judicata, protective orders, summary disposition, and National Labor Relations Board Deferrals.

ARBITRATION/MEDIATION ROSTERS:

United States District Court of Hawaii Mediation Panel	Federal Mediation and Conciliation Service
Hawaii Labor Relations Board	Oregon State Employment Relations Board
California State Mediation and Conciliation Service	Los Angeles City Employee Relations Board
Maine Labor Relations Commission	Michigan Employment Relations Commission
Montana Board of Personnel Appeals	National Association of Securities Dealers
National Arbitration Forum	Nevada Employee Relations Board
Nebraska Employee Relations Board	Washington State Labor Relations Commission

PANELS AND/OR MULTIPLE SELECTION:

United States of America/Various Federal Sector Unions	
State of Hawaii/United Public Workers	
State of Hawaii/Hawaii Government Employees Union	
State of Hawaii/Hawaii State Teachers Association	
Hawaii County Governments/United Public Workers	
Hawaii County Governments/Hawaii Government Employees Association	
State of Alaska/Alaska Masters, Mates and Pilot Union	(Alaska)
State of Washington and political subdivisions/Various Public Sector Unions	
State of Oregon and political subdivisions/Various Public Sector Unions	
City and County of Honolulu/State of Hawaii Organization of Police Officers	
Los Angeles Police Department/Various Public Sector Unions	(California)
Las Vegas Metropolitan Police Department/Police Managers & Supervisors Association	(Nevada)
Kuakini Hospital/Hawaii Nurses Association	(Hawaii)
Aloha United Way/United Public Workers	(Hawaii)
Oahu Transit Services, Inc./Teamsters & Allied Workers	(Hawaii)
Association of Aerospace Workers and American Presidential Lines- (Also listed as a “Permanent Arbitrator”)	(Virginia)
Stillwater Mining Company/United Steel Workers	(Montana)
Multi-Employer/United Food and Commercial Workers	(Washington)
Costco/Teamsters	(Washington)
Hill Air Force Base/American Federation of Government Employees	(Utah)

PUBLICATIONS:

Former Editor and primary writer for the Hawaii Labor and Employment Law Alert (“HLELA”). The HLELA was published four (4) times per year, once for each season, and alerted attorneys and neutral service providers to labor and employment law opinions issued by the United States Supreme Court, the United States 9th Circuit Court of Appeals, the State of Hawaii Supreme Court, the Hawaii Intermediate Court of Appeals, the Hawaii Labor Relations Board, the National Labor Relations Board, and the Federal Labor Relations Authority.

PUBLIC SERVICE AND COMMUNITY SERVICE WORK:

Trustee for the State of Hawaii Supreme Court Client Protection Fund
Member, State of Hawaii Supreme Court Commission on Civility and Professionalism
Volunteer Judge, City and County of Honolulu Prosecutor’s Annual Trial Advocacy Seminar
Judge for the State of Hawaii Supreme Court’s Speaker Program
Volunteer Appellate Court Judge for the University of Hawaii’s Mock Trial Program
Volunteer Trial Judge for the State of Hawaii’s Annual High School Mock Trial Tournament
Volunteer Mediator at the Mediation Center of the Pacific
Pro Bono attorney for Volunteer Legal Services Hawaii

VIRTUAL ARBITRATION: ADR services (arbitration and mediation) are available provided both parties consent. Arbitrator uses the Zoom format. Absent an agreement, in-person hearings shall be held.

Arbitration Fee Schedule and Billing Policies: The Arbitrator's per diem ranges from \$1,600 to \$5,000, with no docketing fee. Traditional grievance arbitration is billed at \$1,600 per day for up to eight hours, with research and preparation charged at \$200 per hour. Interest arbitration and mediation are billed at \$2,000 per day for up to eight hours, with research and preparation at \$250 per hour. Bench rulings and expedited hearings are billed at \$5,000 per day, may exceed eight hours, include no written decision, and may involve multiple grievances in a single day. Parties are encouraged to complete settlement discussions before docketing, and the Arbitrator is not time-pressured once selected. Cancellations made 30 or more days in advance incur no fee; cancellations or postponements with less than 30 days' notice are billed at the applicable per diem rate, though the Arbitrator may waive fees at their discretion. Travel time is billed at actual cost, capped at eight hours, including reasonable expenses such as airfare, car rental, and airport wait time, and hotel, meals, and other travel expenses are also charged at actual cost.