

**PATRICK J. HALTER  
315 MEADOW LAKE DRIVE  
GLACIER NATIONAL PARK  
COLUMBIA FALLS, MONTANA  
505.980.4654  
patrick.halter52@gmail.com**

**HEARINGS:**

**VIDEOCONFERENCE AND IN-PERSON**

**PROFESSIONAL STATEMENT**

My craft and practice is dedicated to advancing the principles and standards of conduct and ethics in the FMCS-NAA Code of Professional Responsibility for Labor Management Arbitrators; ABA Canons of Professional Ethics; and standards of professionalism and civility advocated by the College of Labor and Employment Lawyers and American Arbitration Association. Every appointment represents an opportunity to advance the profession for advocates and neutrals. Contributions to the profession and practice of labor and employment relations occur at workshops, teaching labor and employment relations at the university level and contributions to labor and employment treatises. As a neutral, my experience encompasses grievance and rights arbitration, factfinding, med-arb, mediation (grievances and negotiation impasses), early intervention review, elections, card check\neutrality agreements, public safety investigations and public labor project advisor.

**PROFESSIONAL AFFILIATIONS**

American Arbitration Association  
American Bar Association  
Association of Workplace Investigators ("AWI")  
National Academy of Arbitrators  
National Association of Railroad Referees

**TRAINING**

Advance Employment Practitioner - ACR  
Mediator - District of Columbia Superior Court  
Hearing Officer - National Judicial College  
Law Enforcement - Albuquerque Citizens Police Academy; Washington State PERC Law Enforcement  
Grievance Arbitration  
AWI's Boot on the Ground Investigations - Violence, Threats, Harassment, Bullying, Retaliation

## **EDUCATION**

National Judicial College - Due Process and Fair Hearing Practices  
Johns Hopkins University - Applied Economics Post-Graduate Fellowship  
Indiana University - MPA Public Finance and Labor Relations  
Arizona State University - BA Economics and History  
CEUs - evidence, contracts, civil procedure, administrative law, remedies

## **ROSTERS**

Washington State PERC Law Enforcement Disciplinary Grievance Arbitration Panel  
National Railroad Adjustment Board - All Divisions, Public Labor Boards, Special Boards of Adjustment  
State Employment Relations Boards - AK, CA, KS, MT, NE, NV, OR, WA, VI  
American Arbitration Association - Labor, Commercial and Consumer Panels.

Permanent Panels - U.S. Postal Service\APWU, NALC, MHU; Clark County (Las Vegas, NV) School District\NEA; Las Vegas "The Strip" Gaming Casinos\CWU; IRS\NTEU; U.S. Food Inspection Service\AFGE; VA\NFFE; AFL-CIO Jurisdictional Disputes; ABA Employment Disputes Panel; Freeport-McMoRan Employee Arbitration Governance; Robinson-Shappard Arbitration Act Panel; Rocky Mountain Steel\USWA; Kroger, Smith's, Safeway\UFCW; UPS\IBT; Koppers Industries\IAMAW; Meadow Lake County Water and Sewer District Board; FAA\Air Traffic Controllers Union (National Panel); FAA\NAGE (Northwest, Southwest Panels); Tinker AFB and Kirtland AFB\AFGE; Customs & Border Protection\NTEU, AFGE; Panama Canal Commission\MTC, IAFF, FOP, OPEIU, NMU; UMW New Mexico District; U.S. Maritime Commission\Master, Mates and Pilots; Weyerhouser\Woodworkers.

## **PUBLICATIONS**

Awards published by Bloomberg\BNA; Lexis Nexis; Westlaw; CCH; LRP. Awards cited in Elkouri & Elkouri, *How Arbitration Works*, BNA's *Discharge and Discipline*, Dewey Publications *Principles of Federal Sector Arbitration*, and Lexis *Labor and Employment Arbitration*; Contributing Editor, *Duty of Fair Representation*, *How Arbitration Works*; Editor, NAA Annual Proceedings; Editor, Federal Service Labor Law Review.

## **ISSUES**

Arbitrability, agency fee fair share (private sector); bargaining-unit work; conduct (on and off-duty); continuing violation; contract interpretation; disability benefits; discipline, discharge, discriminations (ADA, ADEA, Title VII, etc.); FLSA; FMLA; COVID; hours of work and scheduling; HIPAA; health insurance; layoffs and recall; LCA; OSHA; job bidding; management rights; overtime; past practice; private-sector union dues, retaliation; seniority; sexual harassment; social media; tenure and reappointment; union rights and security; wages; whistleblowing; workplace violence and threats.

## **INDUSTRIES**

Airlines; aerospace; administrative support services; community colleges; public safety; education and support services; universities; utilities; social work; law enforcement; lumber; meat packing; resorts and casinos; hospitals\assisted living centers\health care; police and fire; corrections; penal institutions and services; railroad; rubber, tire; water and sewer; waste disposal; refrigeration\HVAC; electrical; transportation; warehousing.

## **ARBITRATION - EXPERIENCE**

Impartial Arbitrator, Factfinder, Mediator 2001 - Present  
Chair, Labor-Management Relations Board, City of Albuquerque  
Professor, ILR, University of New Mexico  
Director, New Mexico Public Employment Labor Relations Board  
ILR Project Director - Ford and UAW, Goodyear and URW, W.P. Dolan & Associates, Inc.  
Staff Associate, U.S. Federal Service Impasses Panel & Foreign Service Disputes Panel  
Field Agent, Office of General Counsel, Washington DC Region, Federal Labor Relations Authority

## **RATES/POLICIES**

Per Diem: \$800.00.

Cancellation: one day per diem for each hearing day. Applies when less than thirty (30) calendar day notice of cancelled hearing or change in hearing date for any reason (temporary postponement, rescheduling). Thirty day notice applies to situations where the parties decide to proceed with briefs in lieu of hearing. Joint and several liability for fee and cancellation payment.

Expenses: actual expenses including penalty or cancellation fee incurred for lodging and transportation when hearing is cancelled, postponed or rescheduled. Travel time in excess of 3 hours pro-rated. Joint and several liability for expense reimbursement.