ROBERT F. "BOB" OBERSTEIN

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EDUCATION

2020- Master of Jurisprudence, Labor and Employment Law, Tulane University School of Law.
1977 - Master of Science, Social Science, Long Island University.
1977 - Graduate Certificate of Labor Studies, Long Island University.
1971 - Bachelor of Arts, English/ Secondary Education, St. John's University.

CURRENT EMPLOYMENT

2020 to present: Arbitrator, Mediator/Facilitator, Factfinder, Investigator, and Educator.

Available in-person or virtually.

Fees:
Per diem: $2,000.00 for any portion of an eight-hour hearing day. For every day of hearing two study days for research and writing of the award is charged at the per diem rate.

Travel: Per diem applies same as a hearing or study day. If travel is less than 8 hours each way travel rate is prorated based on per diem.

Cancellations: Less than 30 calendar days from the scheduled hearing date is one day at the per diem rate for each hearing day scheduled plus any actual un-refundable expenses. However, within one calendar year from the original hearing date, should the same 2 parties use the arbitrator for another mutual case, the arbitrator, upon invoicing for the second case's arbitration decision/award will credit the original case's cancellation fee back to the parties.

Expenses: Arbitrator charges actual cost of reasonable expenses including travel, car rental, meals, lodging, gratuities, copying, mailing, etc.

Travel expenses: Airfare is booked at the lowest refundable rate unless a non-refundable rate is authorized in advance in writing by the parties who are then responsible for refunding that rate if there's a cancellation. Should the arbitrator elect to drive instead of

fly, parties will be charged the less expensive of the two. Automobile mileage is charged at the applicable IRS expense rate.

Current rosters/panels:
FMCS (Federal Mediation and Conciliation Service) regions 1, 2, 4 and 7, Washington PERC (Public Employment Relations Commission), Oregon ERB (Employment Relations Board including the Public Safety panel), SCMS (State of California Mediation and Conciliation Service/ California Public Employment Relations Board), Montana Board of Personnel Appeals, Illinois State University Civil Service Board Hearing Officer/Arbitration Fact Finding Panel, State of Kansas, AAA (American Arbitration Association) Workplace Investigations Panel, Eglin AFB and LIUNA arbitration panel, Arizona Department of Education and Board of Education Hearing Officer Panel, and Better Business Bureau (consumer arbitration and mediation panels) and The Labor Relations Connection (arbitration roster).

Also, as a Certified Mediator Practitioner (CMP) mediates in Family, Civil and Small Claims Court and for workplace disputes for the Dispute Resolution Center (DRC) of Snohomish, Skagit and Island Counties in Washington state along with mediating for private clients.

Summary of industries and issues:
Experience performing the above services in the following industries: Advertising, Bakery, Building Products, Communications, Construction, Clergy, Dairy, Education, Electrical Equipment/Appliances, Foundry, Financial, Government, Healthcare, Hospital/Nursing Home, Metal Fabrication, Office Workers/Clerical, Organizations, Plumbing, Public Safety (Law Enforcement and Fire), Retail Stores, Transportation, Trucking and Storage, Utilities, and Warehousing.

Additionally, issues for the above industries included but were not limited to the following: Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge and Discharge), Discrimination (all protected classes), Drug/Alcohol Offenses, Fringe Benefits, Bonus, Holidays, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Job Performance, Jurisdictional Disputes, Management Rights, Official Time, Past Practices, Promotion, Safety/Health Conditions, Seniority, Sexual Harassment, Work Stoppages, Slowdowns, Contracting, Tenure/Reappointment, Union Security, Wages: Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Violence or Threats Work Hours/Schedules/Assignments, and Working Conditions/Work Orders.

CURRENT SUPPLEMENTAL EMPLOYMENT

2013 to present: Northwest Public Power Association (NWPPA): Contracted vendor presenting webinars on: Employee & Labor Relations Basics, Discipline and Just Cause, Grievance Handling, Social Media in the Workplace, Privacy in the Workplace and a 3part

webinar (6.5 hours) on the Art and Science of Negotiation. Additionally, conducts two and three-day in-person classroom experience on Negotiating Your Collective Bargaining Agreement.

2016 to present: Contracted vendor developing and offering 90-120 minute webinars for various on-line platforms on the following topics; Investigations Crash Course: When and How to Conduct an Investigation; Writing the Investigation Report: Discrimination, Harassment and Bullying Complaints; Investigating Workplace Complaints: Avoiding Common Mistakes; Detecting Truth, Deception, and Lies While Conducting an Investigative Interview; Top Ten Ways to Get Sued from an Employee Investigation; The Ancient Art of Listening; Introduction to the Different Types of Conflict Resolution; Preparation and Presentation of your Arbitration; Employee & Labor Relations Basics; Treating Employees Like Adults: Discipline vs. Empowerment; Right is Right No Matter Where You Find It: The Art and Skill of Contract Interpretation; Seniority: It's Not Just for Old Folks; and The Magic of Interest Based Negotiations:

Additionally offering 4-2-hour webinars on the following: The Everything You Need to Know Labor Relations Survival Guide A-Z and How to Make the Most Out of and Resolve Conflict A-Z.

PREVIOUS WORK EXPERIENCE

2010 to 2020: Labor Relations Manager, Snohomish County Public Utility District #1, Everett, Washington; Chief spokesperson responsible for negotiations, investigating and resolving disputes, processing grievances, and contract administration over wages, hours and working conditions. Advised senior management and elected commission on all aspects of labor management relations. Facilitated various joint committees and assisted legal counsel in mediation and arbitration. (Due to reorganization the above title was changed in Fall 2019 to Human Resources Business Partner, Labor and Employee Relations).

2008 to 2010 - Lead Consultant, Employee and Labor Relations, Traaen & Associates, LLC., Phoenix, Arizona. Providing full consulting services to all workplace stakeholders including investigations (primarily in law enforcement regarding allegations of gender and racial discrimination), customized training, employee and labor relations intervention, advocacy, succession planning, workforce development, executive and technical management, executive assessment leadership initiatives and webinars on topics such as, negotiations, just cause and due process, discipline, contract interpretation, past practice and precedent, contracting out, grievance processing, and conflict resolution.

2005 to 2008 - Labor Relations Administrator, City of Phoenix, Arizona. Chief spokesperson for negotiations, mediations, arbitrations, and contract administration interfacing with 11 represented groups/unions. Advised City Manager, Mayor and Council on all aspects of labor management relations.
1992 to 2005 - Assistant Professor (Tenured), Ottawa University, Phoenix, Arizona.
Director, Labor Management Relations (LMR) BA and Certificate Programs (1992-

2001). Developed and taught undergraduate and graduate classes in Human Resources and Labor Relations including Labor History, Grievance Processing, Arbitration, Employment Law, Negotiations and Conflict Resolution; Ethics in the Public Sector; and Apology and Forgiveness in Society. Ombudsman (1994-2001) for student, faculty and staff complaints; Disabled Student Liaison (2000-2003); Faculty Advisor (19922005); Chair of both Faculty and Academic Committees (2003-2005).

1992 to 2005 – Mediator, and Arbitrator/Hearing Officer for the following; Phoenix Regional Office of U.S. EEOC mediation panel, Phoenix Employment Relations Board, American Arbitration Association (arbitration and mediation panels for labor, employment, construction and commercial disputes), Federal Mediation and Conciliation Service (FMCS), National Association of Securities Dealers (NASD, now FINRA) arbitration and mediation panels, United States Postal Service regional arbitration panel, Tucson Unified School District (permanent arbitration panel), National Academy of Conciliators (residential construction and vehicular disputes panels), Special Master UFCW 99 & Fry's Food Stores (Med-Arb process), and Arizona Department of Education Hearing Officer panel.

1991-1992 – Executive Director Human Resources, Washington Elementary School District, Phoenix, Arizona. Chief spokesperson investigating and resolving all workplace disputes including but not limited to discrimination and sexual/gender harassment, processing grievances, negotiations (meet and confer), and contract administration over wages, hours and working conditions for both professional and support staff. Advising Superintendent and School Board regarding all Human Resource matters.

1980-1991 - Senior Labor Relations Administrator Salt River Project (Water and Power utility), Tempe, Arizona. Responsible for policy and contract (public and private) interpretation and administration; negotiated wages, benefits and working conditions; investigations, grievances, and arbitrations. Advise, and assist field personnel; develop and recommend policies/ procedures and action plans.

1979-1980 - Labor Relations Representative, Waterford Ill Nuclear Plant, Taft, Louisiana, EBASCO Services, Inc. Responsibilities included investigations, grievances, arbitration, adjudicating craft jurisdictional disputes, interface with over twenty subcontractors (union and non-union) and sixteen building trades unions with 60 stewards, mediate between unions, subcontractors, and management. Conduct surveys on manpower, wages, and benefits.

1979 - Labor Relations Representative, St. Lucie I and Il Nuclear Plants, Jensen Beach, Florida, EBASCO Services, Inc. Responsibilities included all those listed immediately above.

1978 - Personnel Manager, Continental Connector Corp., Woodside, New York. Responsibilities included recruitment of all personnel (exempt and non-exempt), hiring, promotions, benefits, disability, compensation, grievance and arbitration,

unemployment insurance, disciplinary actions and compliance with all state and federal requirements.

1971 to 1978 - Apprentice and Journeyman Electrician for various electrical contractors in the New York City area. Performed all aspects of residential, commercial, and industrial electrical construction.

ADDITIONAL ACADEMIC EXPERIENCE/EMPLOYMENT

1987 to 1988 - Faculty Associate/Adjunct, Arizona State University (West Campus), taught undergraduate Personnel/Human Resource Management.

1986 to 1988 – Adjunct Faculty, Western International University, taught undergraduate Labor Relations.

1986 to 1993 - Adjunct Faculty, University of Phoenix, taught undergraduate and graduate courses in Labor Relations, Negotiations and Conflict Resolution. Specific course titles were Personnel/Human Resource Management; Human Relations; Organizational Behavior: Contemporary Issues in Management; Ethics in Management; Managing Organizational Change; Business Literature; Wealth and Power in America; Theory and Methodology of Sociology; and Business, Government, and the Personnel Function in School Administration. Additionally, served as committee Chair for development of the Dispute Resolution Certificate Program. Also, active in course design, faculty assessment and selected as member of quality assurance team assessing the distance learning program.

1982 to 1989 - Adjunct Faculty, Mesa Community College, Business/Management Department. Designed and conducted courses on Labor Relations and seminars in Negotiations, Conflict Resolution, Discipline and Motivation.

UNION BACKGROUND

1982-1989 - Chief Negotiator/Grievance Officer, Board Member and President, Part Time Faculty Association, Maricopa Community College District. Bargaining activity was meet and confer. Activity revolved around grievances, organizing and training. Implemented hiring hall concept (a system so members knew when the various colleges were hiring). Expanded scope of organization to include private as well as public sector.

1971 to 2015 - International Brotherhood of Electrical Workers (IBEW) (retired). Inactive from 1979-2015.
1971-1978 - Member of IBEW L.U. 3, serving in the following capacities:

- 1977 – Apprentice Negotiating team member
- 1976-1978 - Chairman, Apprentice Labor Legislation Committee appearing before New York City Council (approval of construction projects), New York City

Board of Education (Apprentice Training), Directed letter writing campaigns for federal legislation re: Common Site Picketing and Davis Bacon Act.

- 1976 - Advisor to Chairman of Apprentice Committee,
  1976 - Created financial procedures to re-establish solvency of Apprentice division's emergency loan fund.
- 1975 - Vice Chairman, Apprentice Advisory Committee
- 1974 - Secretary, Apprentice Advisory Committee,
- 1974 - Chairman, Education Committee: Established tutorial classes for apprentices and "M" Journeymen (last year of apprenticeship), created study materials; established review courses prior to major examinations.
- 1974 - Developed research and team member (secretary) for apprentice contract negotiations.
- 1971-1976 - Apprentice Public Relations Committee, I.B.E.W., L.U #3. (Chairman 1974-1976).

1969 to 1971 - Member of Retail Clerks, Warehouseman's, and Confectionary Worker's Union (currently United Food and Commercial Workers) while working part time in retail as an undergraduate at St. John's University.

MEDIATOR/FACILITATOR, JUDGING and COACHING HIGHLIGHTS

The following is a summary of notable mediation/facilitator and coaching related highlights from 1986-2026. Specifics detailing all training both taken and given as well as conference presentations and a client/panel list, where parties have given permission, and letters of recommendation from clients are available upon request.

2026- Currently coaching a third team from the National Law University, Visakhapatnam who bested 84% of teams applying from across Europe, the Middle East and Asia to earn their spot competing in the NALSAR (National Academy of Legal Studies and Research) 5th Annual Mediation Tournament against the remaining 24 other teams.

2025- Coached the Damordaram Sanjivayya National Law University's team which placed 3rd in the ADR ODR International Ad Hoc Commercial Negotiation Competition where they competed against 25 other law school teams from across Europe, the Middle East and Asia.

2025- Coached the Damordaram Sanjivayya National Law University's first-time competing negotiation team at ALSINC (Asian Law School International Negotiation Competition) in Sri Lanka against 25 other law school teams to win 1st Runner Up (2nd place).

2025- Washington Mediation Association Champion Award recipient (given to those who have made a significant impact and are raising awareness of the field of mediation and conflict resolution).

2024- Invited as judge/arbitrator at Seattle University's Law School for internal student arbitration, mediation and client counseling competitions for its team to qualify for ABA law school regionals.

2023- Invited as Assessor/Judge for ODRC (On-line Dispute Resolution Competition) International Mediation Competition.

2022 to 2024- Volunteer Coach for Seattle University Law School's Negotiation and Mediation Competition Teams to qualify for ABA law school regionals.

2022 to present- Invited Judge/Assessor for the Moot, Debate and Mock Mediation Society's (MDMMS) Asia Pacific Institute of Information Technology (APIIT) Law School International Negotiation Competition, Sri Lanka.

2022 to present – Certified as Practitioner Mediator (CPM) by Snohomish, Skagit and Island Counties Dispute Resolution Center, mediating disputes in Family, Small Claims and Civil Court.

2022 – Invited Final Mediation Competition Judge and delivered the valedictory address at 1st International Mediation Competition sponsored by Kerala Law Academy's ADR Forum, University of Kerala, India.

2021 and 2022- Invited panel Judge for the 1st and 2nd International Mediation Competition, jointly hosted by His Highness, The Maharajas Government Law College Ernakulam and Lex Erudites, India.

2010 – Successfully facilitated IBN (Interest Based Negotiation) process to determine budgetary and program/educational priorities and action/implementation plan for stakeholders (parents, employees, neighborhood/citizens, administrators, and school board members) of the Osborn Elementary School District, Phoenix, Arizona to avoid or prepare for possible closure.

2001-2005 - Trained parties in IBN process and facilitated (mediated) meet and confer contract negotiations for wages, benefits and working conditions between Cave Creek Unified School District and Cave Creek Teacher's Association.

1998-2002 - Trained parties in IBN process and facilitated (mediated) meet and confer contract negotiations for wages, benefits and working conditions with the Madison Unified School District and the Madison Certified Teachers Association and in 2002 provided the same service for support staff.
1999-2001 - Served on U.S. EEOC's Regional Mediation Panel mediating disputes for the agency's regional Phoenix office.

1996 and 1997 - Developed and conducted mediator training for U.S. EEOC Phoenix's Regional Office's new in-house mediation program to mediate Title VII and other disputes within its jurisdiction. In 1997 personnel from America West Airlines, the USDA Forest Service, and private mediators also attended this training, Scottsdale and Tempe, Arizona.

1986 - Successfully mediated the first construction dispute (4 parties) for the American Arbitration Association's Phoenix office. Mediated additional construction disputes for the AAA Phoenix office between 1986 and approximately 1994.

1986 to 1991 - Mediator for both the City of Phoenix Mediation Program and the Arizona Attorney General's Office mediating community disputes.

CERTIFICATIONS

2023- Workplace Mediation Certificate, Mediate.com University.

2022- Association of Workplace Investigators (AWI) Lifetime Certificate Holder, Credential ID #69951858.

2022 to present – Certified Practitioner Mediator (CPM) by Snohomish, Skagit and Island Counties Dispute Resolution Center, mediating disputes in Family, Small Claims and Civil Court.

2022- FMCS: Arbitrating in the Federal Sector.

2020- U.S. EEOC Investigator MD-110 Training Certificate of Completion.

2019 to present - Workplace Investigator Professional Certification, Employee and Labor Relations Academy.

2015 to 2020 - CLRP (Certified Labor Relations Professional) National Public Employers Labor Relations Association (NPELRA) (retired).

2015 to present- SHRM-SCP, (Senior Certified Professional) Society for Human Resource Management (SHRM) (retired).

2012 to present - SPHR (Senior Professional Human Resources) Human Resources Certification Institute (HRCI) (retired).

2008 to present- IPMA-SCP (Senior Certified Professional), International Public Management Association-Human Resources (IPMA-HR) (retired).

PROFESSIONAL ORGANIZATIONS

2025- Washington Mediation Association.

2021- present: American Bar Association, Labor and Employment and Alternative Dispute Resolution (DR) Sections

2021- present: Washington State Bar Association, DR Section. Serving on Section Executive Committee as Advisor (subscriber member).

2021- present: LERA (Labor and Employee Relations Association): DR Section Member.

2010 to present - Snohomish County Human Resources Management Association (SCHRMA) (retired).

2010 to 2020 - Washington Public Employer Labor Relations Association (WAPELRA) (retired).

2005 to 2020 - National Public Employer Labor Relations Association (NPELRA) (Arizona Chapter, founding board member) (retired).

1999 to present - Society of Human Resource Management (retired).

A list of professional organizations from 1987 to 2010 in which I am no longer active, or a member, is available upon request.

APPOINTMENTS

2004 to 2010 - Commissioner, Maricopa County's Judicial Merit System Review Commission (adjudicated disputes and disciplinary appeals involving court employees and periodic policy review).

1996 to 2001 - Contributing Editor, SPIDR News (national publication of the Society of Professionals in Dispute Resolution).

1994 - Public Member, Arizona Supreme Court Conference Teams (along with a judge and an attorney, evaluated performance assessment of judiciary members and made recommendations for training, improvement, or re-election).

1994 to 1999 - Board Member, American Arbitration Association's Regional Advisory Council for Arizona.

1994 to 1997 - Public Member, Arizona Supreme Court Alternative Dispute Resolution (ADR) Committee.

1992 to 1993 - Member, City of Phoenix Fire and Police Pension Boards.

1990-1993 - Member, City of Phoenix Civil Service Board (Chairman 1992-1993).

1989 - Member, Arizona State Community College Boards' Futures Commission to examine the role of the state community college system in the 21st century.

1989 - Member, Maricopa Community College District's Task Force on Procedures and Governance for Gateway Community College.

1988 - Public Member, Arizona Supreme Court's Commission on the Courts, ADR Task Force.

HONORS and AWARDS

2025- Washington Mediation Association Champion Award recipient (given to those who have made a significant impact and are raising awareness of the field of mediation and conflict resolution).

2025- Tulane University School of Law, Master of Jurisprudence Program Spirit Award (awarded to alumni who have made a difference in the program and in the field of that program (Labor and Employment Law) and who have been leaders in their communities and in the Tulane Online programs).

2023- Honorary listee in Marquis' "Who's Who."

2002 & 2003 – Honorary listee in Marquis' "Who's Who Among America's Teachers."

1998 - Tenure and honorary Masters of Humane Letters, Ottawa University.

1991 - Awarded Lifetime Certificate of Recognition for Achievement in Promoting Positive Labor Management Relations, by the National Director of the Federal Mediation and Conciliation Service (FMCS).

1991 - Certificate of Conflict Resolution (Honorary), University of Phoenix.

1988 - Volunteer of the Year, Arizona Attorney General's Office, Community Relations Unit-Mediation.

PUBLISHED (AND/ OR CITED) LABOR ARBITRATION AWARDS

2003 - Awards cited in How Arbitration Works Elkouri & Elkouri 6th ed. Published by BNA and the American Bar Association Section of Labor and Employment Law, Chapter 12 (Custom and Past Practice), pages 608 & 609, footnotes 14 and 19; Chapter 16 (Safety and Health), page 1023, footnote 114 and Chapter 18 (Remedies in Arbitration), page 1203, footnote 80.
1999 - Awards cited in How Arbitration Works Elkouri & Elkouri 5th ed. Supplement re: past practice, use of word "may" in moving from grievance to arbitration, and disciplinary cases involving swearing/profanity.

1998 - Morris Bean & Company and United Steelworkers of America, Local No. 6931. Labor Arbitration Awards, 98-1 ARB 5107, Commerce Clearinghouse, Volume 98-1. Issue: Termination for refusal of drug test.

1998 Trinity Industries Inc. and United Automobile, Aerospace and Agricultural Implement Workers of America, Local 2007 Labor Arbitration Awards, 98- 1 ARB 5097, Commerce Clearinghouse, Volume 98-1: Previously published 1997 by Labor Arbitration and Dispute Settlements, Labor Relations Reporter, 109 LA 86, Bureau of National Affairs. Issues: Arbitrability, discharge for abusive language and threats.

1997 - City of Albuquerque, New Mexico, Public Works Department and American Federation of State, County, and Municipal Employees, Council #18, Local Union # 624 Labor Arbitration Awards. 97-2 ARB 4936, Commerce Clearinghouse, Volume 97-2. Issues: Discipline, Just Cause, demotion for dishonesty and misuse of employer's vehicle.

1996 - Tucson Unified School District and Tucson Education Association. Labor Arbitration and Dispute Settlements, Labor Relations Reporter, 106 LA 202, Bureau of National Affairs, 5/96. Issues: Contract Interpretation: Arbitrability and Department Chair stipend.

1995 - United Food and Commercial Workers, Local Union 99R and Fry's Food and Drug of Arizona. Labor Arbitration Awards, 95- I ARB 5192, Commerce Clearinghouse, Volume 95- l. Issue: Discharge for reducing prices while off duty to then purchase as a customer.

1994 - United Food and Commercial Workers, Local Union 99R and Fry's Food and Drug of Arizona. Labor Arbitration and Dispute Settlements, Labor Relations Reporter, 101 LA 1179-83, Bureau of National Affairs and Labor Arbitration Awards, 94-1 ARB 4197, Commerce Clearinghouse, Volume 94-1. Issues: Contract Interpretation, past practice, wages, payment, and vacations for reinstated employees.

1994 - United Food and Commercial Workers, Local Union 99R and Fry.'s Food and Drug of Arizona. Labor Arbitration and Dispute Settlements, Labor Relations Reporter, 101 LA 1051-53. Issue: Discharge for violating Last Chance Agreement.

1994 - United Food and Commercial Workers, Local Union 99R and Fry's Food and Drug of Arizona. Labor Arbitration Awards, 94-2 ARB 4377, Commerce Clearinghouse, Volume 94-2. Issues: Discipline, Just Cause, evidence, damaging company property.

General information on 61 other unpublished labor arbitrations where I was the sole arbitrator available upon request. Additionally, some of these were public sector cases and copies may be accessible as a public record.

PUBLICATIONS FOR "STEWARD UPDATE" NEWSLETTER

(Published in English and Spanish from 1998-2010 by Union Communication Services, Washington D.C., and from 2010 till present by Cornell University School of Industrial and Labor Relations. Additionally, Cornell also publishes in French for its customized I.A.M. (International Association of Machinists) publication distributed in Canada).

2018- Five Ideas for Positivity in Your Relationship with Your Supervisor, published in UFCW Steward (a customized publication of the Steward Update Newsletter), Volume 14, Issue 4.

2018 -Alternative Approaches to Discipline, Volume 29, Number 1 (originally printed in 2005 Volume 16, Number 4, then reprinted in 2015, Volume 25, Number 4).

2010 - Two Wrongs Don't Make a Right (Union's use of employer's Ethics Policy in a grievance), Volume 22, Number 2.

2006 - Avoiding Surprises in Arbitration, Volume 17, Number 4.

2006- Articles immediately below and or information contained therein and published prior to 2006 were included and or incorporated by the publisher into The Union Steward's Complete Guide 2nd edition.

2005 - Duty of Fair Representation, Volume 16, Number 2.

2004 - Fighting Contracting Out. Volume 15, Number 6, reprinted from 1998 Volume 9, Number 4.

1998 - Assessing Past Practice Disputes, Volume 9, Number 1.

ADDITIONAL PUBLICATIONS

2022 - Mediation Wisdom From an Old Joke, published for Bharati Vidyapeeth (Deemed to be University) New law College, Pune's Madhyasthta- The ADR cell's blog GIADRA- An Oracle for ADR, India.

2015 - The Ten Commandments for Arbitrators: Some Guidelines for Arbitrators, coauthored, AAA Handbook on Commercial Arbitration Carbonneau and Jaeggi ed. ISBN -13: 978-1-929446-47-6. Reprinted from 2010 edition and from 2000 Currents: The Newsletter of Dispute Resolution Law and Practice, Volume 5, No. 1, page 19. All published by the American Arbitration Association.
Additionally, this article was referenced in the 2002 Freshfields Lecture- Arbitration's Protean Nature: The Value of Rules and the Risks of Discretion presented by William Park and published in The Journal of the London Court of International Arbitration, Volume 19 Number 3, 2003, pg. 292.

2001 - Two articles for the Arizona Industrial Relations Association's Fall newsletter, Exchange, entitled Early Neutral Evaluation and The Special Master Program for Resolving Grievances and Preventing Arbitrations,

1995 - Family and Divorce Mediation: The No Cost Solution to Improving Productivity and Profit in the Workplace, Arizona Employers Communiqué, Arizona Employers Council, May 1995, p. 7.

1993 to 1997 - What Would You Do? interactive column on ethical and situational "tough calls" in dispute resolution. SPIDR NEWS vol. 17, no.4, page 8, Fall 1993 through vol. 21, No. 2, pp. 6 & 16 - 18, spring 1997 published quarterly by SPIDR (Society of Professionals in Dispute Resolution) currently known as Association for Conflict Resolution (ACR) after merging with the Association of Family Mediators and Conflict Resolution Enet (CREnet).

1989 - Notes from a Mediator. Article published in Corporate Counselor, Maricopa County Bar Association, Volume 3, number 3.

1989 - Communicating Employee Responsibilities and Rights: A Modern Mandate. Book review written for Labor Studies Journal, Volume 14, Number 1, pgs. 89-90, edited by Chimezie A. B. Osigweh, Yg, Westbrook, CT, Quorum Books, 1987.

1974 - Apprenticeship on the Move: A System in Review. Coauthored. Published by Joint Industry Board of the Electrical Industry, NYC.

RELEVANT WORKPLACE RADIO COMMENTARIES

The following guest radio commentaries were broadcast by NPR affiliate KJZZ 91.5 FM Phoenix, Arizona.

2008 - Cyber Monday, Cyber shopping while at work on the Monday following Thanksgiving, December 1, 2008.

2005 - If it's to be, It's Up to Me, Labor Day commentary on the difference between Arizona's Employment at Will and Right to Work statutes, union membership, and personal accountability, September 5, 2005.

2003 - The Great Pretender, Labor Day commentary on how some U.S. employers unknowingly practice Cold War Soviet style employee relations, September l, 2003.

Additionally, there were 8 other commentaries that were broader in scope regarding "slice of life"items. Print and where still accessible, audio copies of radio commentaries available upon request.

PODCASTS, RADIO AND TV PANEL INTERVIEWS

2022(May) – Interviewed by Natalie Armstrong-Motin for the Idle Chat podcast for the American Bar Association's Dispute Resolution Section. https://www.youtube.com/watch?v=CbwtWtjsXac

2022 (March) - First invited guest interviewed on the Percolator podcast's episode 8 (Washington Public Employee Relations Commission) re: Determining Bargaining Intent. This episode examined the problem of determining contract intent and offers practical tools parties may utilize to clarify and document bargaining intent. Includes tips for documenting bargaining, managing "Housekeeping" and work rule proposals. https://www.buzzsprout.com/1886096/10338424-episode-8-determining-bargainingintent

2021 (March) - Interviewed on The Mediation Podcast by Shelley-Anne Salisbury to discuss mediation and positivity in conflict resolution. https://lnkd.in/g7huUDHe

2020 (June) – Interviewed by Alicia Williams for Humanity in HR's podcast about How to Treat Employees Like Adults: Alternatives to Traditional Discipline.

2020- Interviewed on Project HR to discuss Updating Your Corporate Social Media Policy regarding recent changes prompting Social Media Policy updates; Coordinating the Social Media Policy with other corporate policies; The importance of take down protocols; How to communicate a Media Policy to employees and specifically the link between social media policies and the National Labor Relations Act (NLRA) and why some social media (as well as other) policies risk inviting an Unfair Labor Practice (UPL) charge.

1995 (October) - Does the American Labor Movement Have a Future and if so, What is it? Panelist on, Siegel's Perch, KWALE 990 Providence, Rhode Island.

1994 - The Role of the American Labor Movement in Modern Society. Panelist on Horizon, Channel 8 (KAET) ASU, Tempe, Arizona.

1991- Pending Legislation to Fund Mediation in Arizona Courts. Panelist on Horizon, Channel 8 (KAET) ASU, Tempe, Arizona.

SPEECHES, SEMINARS, TRAINING & WORKSHOPS

2025 (October) presented on Treating Employees Like Adults: Alternatives to Traditional Discipline for the Northwest Public Power Association's Annual Human Resources and Labor Relations Conference.
2025 (November) presented virtually on Treating Employees Like Adults: Alternatives to Traditional Discipline for the Pittsburgh, Pennsylvania SHRM's Annual Human Resources Conferences.

2025 (July) Presentation on So You're Thinking of Becoming a Neutral (Arbitrator, Mediator, Ombuds, etc.): How to Prepare for the Transition While Upskilling Your Currrent Performance for the Master of Jurisprudence Immersion Weekend at Tulane University's School of Law.

2025 (April) Presentation on IBB (Interest Based Bargaining) in Collective Bargaining Negotiations for the Washington Mediator's Association Mediators Café.

2025 (April) Presentation on IBB (Interest Based Bargaining) in Collective Bargaining Negotiations for Snohomish, Skagit and Island Counties Dispute Resolution Center.

2025 (March) webinar presentation on Do's and Don't of Workplace Investigations: Avoiding Common Mistakes for the Pittsburgh, Pennsylvania chapter of SHRM.

2025 (March) Workshops on COVID SHOMVID: Why Your Toolbox Should Include Protocols for In-Person and Virtual Meetings and co-presenting Walking the Ethical Highwire: What Would You Do? Both were presented at the 27th Annual Northwest Dispute Resolution Conference.

2024 (June) - Presentation on Botched Investigations: An Arbitrator's Perspective From the Other Side of the Lens for the Association of Workplace Investigators' Seattle Local Circle bi-monthly meeting.

2023 (March) - Presentation on Dobbs v The Workplace: The Abortion Conundrum for Tulane University's School of Law Speaker's Series.

2023 (March) - Invited on- line guest lecturer for Management and Union Relations course (MAN 4410) discussion on the value of having experience on both sides of the table, at Florida International University.

2022 (August) - Presentation on Forgiveness in Mediation given to the Mediators Cafe´´ of the Washington Mediation Association.

2022 (June) - Presented/facilitated on-line discussion for Knowledge Series: Labor and Workplace Dispute Resolution for CAMP's (Certified Arbitration & Mediation Practice, Pvt, Ltd.), Knowledge Series, Bangalore, India.

2022 (March) – Panelist for Seattle University School of Law, ADR Board program entitled Arbitration Demystified.

2021 (January) - Presented 3 hour in service training for Snohomish County Dispute Resolution Center and other county DRCs on Apology and Forgiveness in Conflict Resolution and Society.

2020 (November) - Invited on-line guest lecturer on Third Party Dispute Resolution for Management and Union Relations course (MHR 4270) at California Polytechnical University, Pomona.

2019 (March)- Participated along with IBEW Local Union #77 on a workshop panel entitled "Potholes, Speed Zones, and Detours: One Labor-Management Relationship That Went from "Teardown Construction" to (Mostly) Smooth Highway" at the 42nd Annual Collective Bargaining & Arbitration Conference presented by the Federal Mediation and Conciliation Service and the State of Washington Public Employment Relations Commission as part of the Northwest Chapter of the Labor and Employment Relations Association (LERA).

2019 (March-April)– Jointly, along with IBEW Local Union #77 developed and conducted expanded training on the Collective Bargaining Agreement (CBA) for stewards and managers. This training utilized the CBA (Collective Bargaining Agreement) as a platform from which to explore related concepts such as contract interpretation, past practice, precedent, just cause and due process, burden of proof, relevant statutes, and regulations, etc.

Between 1983 and 2010 1 presented approximately 60 workshops and/or trainings/seminars/speeches at various conferences or for private clients around the country on such topics as, but not limited to, Human Resources, Labor Relations, Alternative Dispute Resolution, Ethics and Apology and Forgiveness. A complete list is available upon request.