

**Email:** [ArbitratorScott@scottdisputeresolution.com](mailto:ArbitratorScott@scottdisputeresolution.com) (Preferred Contact Method)

**Present Occupation** Labor Arbitrator/Mediator

**Mailing Address**

5331 S. Macadam Avenue  
Suite 258 #1064  
Portland, OR 97239

**Additional Addresses**

Irvine, CA 92612  
Seattle, WA 98121  
Chicago, IL 60601

(971)258-0483

**PROFESSIONAL STATEMENT**

Shianne Scott has twenty-seven (27) years of combined labor/employment experience. Ms. Scott is currently a labor arbitrator, mediator, and principal of Scott Dispute Resolution. Ms. Scott previously worked as an Administrative Law Judge for the State of Oregon and is the former Civil Service Board Administrator and Labor Relations Coordinator for the City of Portland. Ms. Scott recently served as an Editor-in-Chief for the book Interest Arbitration, authored by Will Aitchison, David Gaba & Jonathan Downes (LRIS, October 2022). Ms. Scott is also a published author, alongside Arbitrator Michael Loconto, of the article, Paving the Way for a New Generation of Labor Arbitrators, LERA Perspectives on Work (published 2023).

**PROFESSIONAL AFFILIATIONS**

Oregon LERA  
Society of Federal Labor & Employee Relations Professionals (SFLERP)

**EDUCATION**

Juris Doctorate Law Southwestern Law School 1995  
Bachelor of Arts English Andrews University 1991

**CERTIFICATIONS**

Video Arbitration Capable  
In Person Ready

**ARBITRATION/LABOR RELATIONS EXPERIENCE**

Scott Dispute Resolution - Labor Arbitrator/Mediator, 2021  
Scott Legal Services - Labor Arbitrator/Mediator Apprentice, 2016 - 2021  
City of Portland - Labor Relations Coordinator/Civil Service Board Administrator, 2011 - 2016  
State of Oregon - Administrative Law Judge, 2003 - 2005  
Roger Hennagin, P.C. - Labor and Employment Attorney, 1997 - 2003  
American Weekly (African American Newspaper) - Journalist, 1991 - 1992

**INDUSTRIES**

Aerospace, Airlines, Bakery, Building products, Canning, Cement, Communications, Construction, Distillery, Education, Electrical Equipment/Appliances, Electronics, Entertainment/arts, Feed & fertilizer, Food manu/proc/service, Foundry, Furniture, Glass/pottery, Health care, Hospital/nursing home, Hotels/motels/casinos/resorts, Iron, Lumber, Machinery, Meat packing, Metal fabrication, Office workers/clerical, Organizations, Packaging, Plumbing, Police & fire, Public sector grievance, Public sector interest, Pulp & paper, Railroads, Restaurants, Retail stores, Transportation, Trucking & storage, Utilities, Warehousing

**ISSUES**

Absenteeism, Affirmative action, Age, Arbitrability, Bargaining unit work, Conduct (off-duty/ personal), Cost-of-living pay, Demotion, Disability, Discipline (discharge), Discipline (non-discharge), Discrimination, Drug/alcohol offenses, Fact finding, Gender, Grievance mediation, Health/hospitalization, Hiring practices, Holiday pay, Holidays, Incentive pay, Insurance, Job classification & rates, Job performance, Job posting/bidding, Jurisdictional dispute, Layoffs/bumping/recall, Leave, Management rights, Merit pay, National origin, Official time, Overtime Pay, Past practices, Pension and welfare plans, Promotion, Race, Religion, Retirement, Safety/health conditions, Seniority, Severance pay, Sexual harassment, Strikes/lockouts/work stoppages/slowdowns, Subcontracting/contracting out, Tenure/reappointment, Unilateral, Union security, Vacation, Vacation pay, Violence or threats, Wages, Work Hours/Schedules/Assignments, Working conditions/work orders

**PERMANENT PANELS**

Food Safety and Inspector Service, Denver District, covering Alaska, American Samoa, Colorado, Guam, Hawaii, Idaho, Northern Mariana Islands, Montana, Nebraska, Oregon, Utah, Washington, and Wyoming

**ARBITRATION ROSTERS**

FMCS Arbitration Roster; National Center for Dispute Settlement; Oregon Employment Relations Board

**PUBLISHED CASES**

PeaceHealth Southwest Medical Center, 2024 BL 204328, 2024 BNA LA 30; Hill Crane Service, Inc., 2024 BL 204329, 2024 BNA LA 31

**RATES/POLICIES**

Per Diem: \$2,500.00

Matters canceled or continued less than thirty days prior to hearing will be charged the full \$2,500 per diem rate (\$1,250 per party) for each day of hearing scheduled (\$3,000 for interest arbitrations). Additionally, there will be a \$100 rebooking charge per party for those cancellations in which I am required to book airfare. Each party is liable for half of any cancellation fees, unless the parties specifically agree to the contrary.