

# TIMOTHY WILLIAMS

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## PRESENT OCCUPATION

Arbitrator, Hearing office: Hearings are conducted either in-person or a virtual hearing conducted remotely.

## PROFESSIONAL AFFILIATION

National Academy of Arbitrators (NAA)

Labor and Employment Relations Association (LERA)

## EDUCATION

1966 Bethel College BA

1968 University of Minnesota MA

1991 University of Minnesota PhD

## ARBITRATION EXPERIENCE

Arbitrator and fact finder since 1974

On State Panels in Washington, Idaho, Montana, California and Oregon.

Commercial arbitrator in construction industries.

## INDUSTRIES

### PUBLIC SECTORS INCLUDE:

Public schools include teachers and classified employees

Education Service Districts

Community College

Cities and Counties

Federal Government

Public Transportation Districts

Public Hospitals

### PRIVATE SECTORS INCLUDE:

Telephone, steel, metal processing, wholesale trade, warehousing, retail trade, healthcare, postal service, pulp and paper, publishing, food processing, construction and road building, aerospace.

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## **ISSUES**

### **PUBLIC SECTOR INCLUDES:**

Discipline and discharge; poor performance; progressive discipline, dishonesty, non-renewal of probationary teachers, pay disputes, leaves of absence, holidays, job analysis and job evaluations, contract interpretation, seniority, layoff and recall, discrimination, promotion, transfer, arbitrability, performance evaluation.

### **PRIVATE SECTOR INCLUDES:**

Discipline and discharge; seniority, pay disputes, vacations, holidays, health and welfare benefits, management rights, union rights, contract interpretation, past practice, arbitrability

## **PERMANENT PANELS**

Veterans Administration/AFGE; Chemeketa Community College/OEA; State of Oregon/OPEU, Local 503, SEIU; Steel Industry/United Steelworkers of America, Seattle Area Oregon Health Sciences University/ONA; U.S. Postal Service/American Postal Workers Union; state of Alaska. AFSCME Local 52, Washington State Marine Commission, Silver Eagle and Oak Harbor Transport/Teamsters 81; Tidewater Barges.

## **ARBITRATION ROSTERS**

American Arbitration Association (AAA)

Federal Mediation and Conciliation Service (FMCS)

## **PER DIEM FEE**

\$1610/7 hr day (A complete fee statement will be provided upon request) Per diem fee applies whether the hearing is in-person or a virtual hearing conducted remotely.

## **CANCELLATION POLICY**

If the scheduled hearing is cancelled with notice of 30 days or less, the per diem fee for each scheduled day of hearing will be charged. If the scheduled hearing is cancelled with notice of 31 days or more, one-half (1/2) the per diem fee for each day of hearing shall be charged. A postponement is treated as a cancellation except for a first postponement where the parties immediately initiate the process of rescheduling no fee is charged.

## **TRAVEL TIME**

When travel time extends beyond the hearing day (seven [7] hours), travel time is billed at a prorated fee of \$230/hour

## **EXPENSES**

Arbitrator charges actual cost of reasonable expenses including airfare, car rental, food and lodging. Automobile mileage is charged at the applicable IRS expense rate Additional charges are billed for copying, postage and secretarial assistance.