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Present Occupation Full time arbitrator. Professor of Law Emeritus, Willamette University.

Mailing Address

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Additional Addresses

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PROFESSIONAL STATEMENT

Arbitrator & mediator for 40 years. 1998-2013, 2018-2020: Editor, Employment Law Memo. 1969-1999, 2005-2010: Professor of Law, Willamette University College of Law, teaching labor law, employment law, employment discrimination, arbitration, contracts; Director, Willamette University Center for Dispute Resolution; Associate Dean.

PROFESSIONAL AFFILIATIONS

LERA
Oregon Mediation Association

EDUCATION

JD Law University Of Washington 1965
BS Psychology University of Washington 1961

CERTIFICATIONS

Attorney
Video Arbitration Capable
In Person Ready

INDUSTRIES

Bakery, Banking, Beverage, Canning, Chemicals, Coal, Communications, Construction, Dairy, Education, Food manu/proc/service, Health care, Hospital/nursing home, Hotels/motels/casinos/resorts, Lumber, Maritime, Meat packing, Metal fabrication, Mining, Nuclear energy, Office workers/clerical, Organizations, Packaging, Police & fire, Prison guard, Public sector grievance, Public sector interest, Pulp & paper, Restaurants, Retail stores, Shipbuilding/dry-dock, Stone/quarry, Textile, Transportation, Trucking & storage, Utilities, Warehousing

ISSUES

Absenteeism, 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, Fringe benefits, Gender, Grievance mediation, Health/hospitalization, Holidays, Incentive pay, Insurance, Job classification & rates, Job performance, Job posting/bidding, Jurisdictional dispute, Layoffs/bumping/recall, Leave, Management rights, Merit pay, Official time, Overtime Pay, Past practices, Pension and welfare plans, Race, Safety/health conditions, Seniority, Severance pay, Sexual harassment, Strikes/lockouts/work stoppages/slowdowns, Subcontracting/contracting out, Union security, Vacation pay, Violence or threats, Wages, Work Hours/Schedules/Assignments, Working conditions/work orders

PERMANENT PANELS

City of Fairview/Teamsters; Crowley Marine/Inland Boatmen's Union; EGT, LLC/ILWU; Island County/AFSCME; Las Vegas Metro Police/Las Vegas Police Managers and Supervisors Assoc; Las Vegas

Metro Police/Las Vegas Police Protective Assoc; Nippon Dynawave/AWPPW; State of Alaska/Inland Boatmen's Union; State of Washington/Wash State Patrol Troopers Assoc; Tualatin Valley Fire/IAFF; WestRock/AWPPW; Weyerhaeuser/AWPPW; Weyerhaeuser/IAM

ARBITRATION ROSTERS

FMCS Arbitration Roster; Oregon ERB

PUBLISHED CASES

99 LA 80; 92-2 ARB ¶8539; 90 LA 1053; 87-2 ARB ¶8526; 89 LA 255; 87-2 ARB ¶8421; 87-1 ARB ¶8284; 77 LA 1259

RATES/POLICIES

Per Diem: \$2,200.00

\$2,200 per day for hearing, travel, research, study, and writing. A hearing day is any portion of a day up to eight hours. Travel, research, study, and writing time is prorated. Cancellation: One day for each scheduled hearing day unless notice received 30 or more days prior. Postponement: No fee for postponement; one day for each scheduled hearing day if the case is later cancelled. Expenses: Actual cost for travel, meals, and lodging.