

**Bureau of Employment Relations**  
**MERC PANEL MEMBER BIOGRAPHY**

Imes, Sharon K.  
Arbitrator

**Business:** 3465 Ebner Coulee Road  
LaCrosse, WI 54601  
608-782-0835

**Experience:**

Business: Arbitrator- Ad Hoc and following arbitration panels: FMCS, National Mediation Bd., Wisconsin Employment Relations Comm, Illinois Ed. Services Bd., Iowa Public Employment Bd., Minnesota Bureau of Mediation Services, Nebraska Commission of Industrial Relations Fact Finders.

Mediator as requested; Hearing Officer for the State of Nebraska.

Experience: Issues - discharge & discipline, job evaluation, job classification, work assignment, seniority, promotion, layoff, bumping, recall, overtime pay, union business, vacation and vacation pay, holidays and holiday pay, scheduling of work, fringe benefits, jurisdictional disputes, working conditions, rate of pay, management rights, job posting and bidding, wage issues, procedural and substantive arbitrability, language interpretation, past practice, severance pay, training, sexual harassment, interest arbitration.

Industries: Large and small manufacturing, bakeries, chemicals, coal, foundries, gas & electric power, health care, insurance, iron & products; metal fabrications; organizations, container packaging, private education; pulp & paper products, service industries, transportation, warehousing, state & local governmental units, including prisons, hospitals, mental institutions, professionals, highway patrol, police & fire, public works, clerical, food workers, maintenance & education.

**Education:**

MA, University of Wisconsin-Madison  
BA, University of Wisconsin-Madison; University of Nebraska-Lincoln

Law school courses at the University of Wisconsin-Madison in labor law, collective bargaining, contract administration & continuing legal education seminars in evidence and sexual harassment.

**Advocacy:**

None.

**Professional Organizations:**

National Academy of Arbitrators (since 1987); Labor Relations Research Assn (since 1983).

**Charges:**

PER DIEM: \$900.00

CANCELLATION: One day per diem for each day reserved if hearing is rescheduled or cancelled within 21 days of the scheduled hearing date.

OTHER: Parking, meals, lodging and travel from nearest office or split between hearing locations when hearings are scheduled back to back in different locations.