

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Akhtar, Jamil
Attorney at Law

Business: Akhtar Ebel
1721 Crooks Road, Suite 206
Troy, MI 48084
248.649.1000
FAX: 248.649.1010

Experience:

Ad Hoc Hearing Officer for the State Civil Service Commission; Hearing cases relating to all matters associated with employee grievances of state employees in the Classified Service. Attorney in private practice; specializing in Labor and Employment Discrimination Law; Trial Attorney; Former Assistant Wayne County Executive; Chief Labor Relations Negotiator for Wayne County. Has represented the City of Romulus Police Department, Gibraltar Board of Education, and other municipalities in Labor and Employment matters.

Significant Supreme Court Decisions: Gibraltar School District v. MESPA, 443 Mich 326 (1993); Koester v City of Novi, 458 Mich 1 (1998)

Education:

Wayne State University, BA, 1972; Detroit College of Law (specializing in Labor and Employment Discrimination Law), JD 1985.

Advocacy:

Represents Wayne County Sheriffs and Airport Police Sergeants and Lieutenants.

Professional Organizations:

American Bar Association, Labor & Employment Committee; American Arbitration Association, Labor Arbitrator; Michigan Bar Association, Labor Law Section; Wayne County Mediator specializing in employment discrimination matters.

Charges:

PER DIEM: \$600.00

CANCEL: \$200.00 charge if made within 72 hours of hearing.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Allen, Richard E.
Arbitrator/Mediator

Business: Attorney at Law
6155 Carey Rd
Commerce, MI 48382
248-366-2085
FAX: 248-366-2086

Experience:

Arbitrator full time since 1990.

Issues: Discipline, Arbitrability, Bargaining Unit Work, Seniority, Management Rights, Promotion/Demotion, Vacations, Health/Welfare, Holidays, Wage Rates/Incentives, Contracting Out, Job Posting, Drug/Alcohol, Strikes, Leave of Absence, Shift Transfer, Overtime, Work Schedules, Past Practice, Job Classifications, Layoff/Recall, Insubordination, Fighting, Work Rules, Theft, Discrimination, Safety, Grievance Procedure, Crew Size, Disability, Job Evaluation, Rules, Employment Contracts.

Industries: Auto, Trucking, Beverage, Foundry, Glass, Nursing, Schools, Police, Prisons, Steel, Metal, Government (Federal, State, County, City), Printing, Paper, Transportation, Electrical, Plumbing, Utilities, Hospitals, Military, Food, Shipping, Recreation, Bakery, Oil, Packaging Dairy, Quarry, Waste Management, Restaurant, Clerical.

Work Experience: Over 35 years experience in labor/employment law. Chief Contract Negotiator: Drafted Collective Bargaining Agreements covering thousands of employees in USA and Canada; Appearances before NLRB, EEOC and OSHA. Arbitrator interpreting Collecting Bargaining Agreements and Employment Contracts.

Education:

Ohio Wesleyan University, (BA, 1958); Wayne State University, (JD,1961)
Licensed to practice law in Michigan and Ohio

Advocacy:

None.

Professional Organizations:

Michigan State Bar Association, Employment/Labor Law Section. Ohio State Bar Association; IRRRA, AAA, MERC, U.S. Postal Services, FMCS (Listing of published awards on file.) Member, National Mediation Board, Washington, D.C.

Charges:

PER DIEM: \$600.00

CANCEL: \$150 per party for withdrawal from arbitration after a hearing has been scheduled.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Ammeson, Charles F.

Attorney

Business: Troff, Petzke, & Ammeson
811 Ship St, Ste 202
St. Joseph, MI 49085
269-983-0161
FAX: 269-983-0166

Experience:

1982 to present - private practice with Troff, Petzke & Ammeson. 1979-82 - Law Clerk. 1976-79 Labor Relations Specialist/Steel Industry.

Education:

Notre Dame Law School, J.D., Cum Laude 1982; New York State Schools of Industrial & Labor Relations; Cornell University, BS Collective Bargaining, 1975

Advocacy:

Concurrently represents following companies/unions as advocate or representative in labor relations matters. United Fistures Co.; Plumbers & Pipefitters #513; Old Europe Cheese, Inc.; Berrien Springs/Oronoko Township Police Department

Professional Organizations:

ABA; AAA; US District Court/Western District of Michigan Voluntary Facilitative Mediation Panel; Michigan Bar Association; Michigan Bar Commission on Arbitration Panels: AAA; MERC; Inland Steel/USW #1010, American National Can/USW

Charges:

PER DIEM: \$650.00 plus travel costs

CANCEL:

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Barnes, Tom
Attorney at Law

Business: Varnum,Riddering,Schmidt et al
Bridgewater Place
PO Box 352
Grand Rapids, MI 49501-0352
616-336-6000

Experience:

Varnum, Riddering, Schmidt & Howlett, Labor and employment relations litigation, 1972 to present. 1967-1970, Labor Relations consultant to employees, professional associations and Unions with Associated Professional Advisors. Extensive negotiation experience for both labor (formerly) and management (present). Arbitrial experience in health care, secondary and higher education, municipal, police and fire, furniture, auto supplier and retail.

Education:

J.D. Wayne Law School, (1972 Editor in Chief, Wayne Law Review). B.A. Accounting (1965) & Political Science (1966) Michigan State University

Advocacy:

Extensive negotiation experience for both labor (formerly) and management (present).

Professional Organizations:

Michigan Bar (Labor Section Chairperson-elect 1988-89), American Bar (NLRB Practice & Procedure Comm.), Grand Rapids Bar, IRRA; Author business & professional journals; Speaker ICLE; MI Bar, ABA, MLLI

Charges:

PER DIEM: \$900.00 - hearing, study, travel & preparation time

CANCEL: \$450.00 - within 14 days of scheduled hearing date; \$900.00 - within 7 days of scheduled hearing date

POSTPONEMENTS: \$450.00 - (not resulting in cancellation) made within one week of scheduled hearing date.

Expenses will be billed at cost.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Barr, Lewis
Attorney at Law

Business: 25214 Parkwood Drive
Huntington Woods,, MI 48070
248-990-2649

Experience:

Director of Human Resources for a large Midwestern corporation, March 1977 to December 2004. Responsibilities included administration of labor and employee relations; health and safety and benefits. Served as chief spokesperson in labor negotiations for 27 years. Experience in mutual gains bargaining and the interest based bargaining process.

Practiced as an attorney for eight years; handled significant litigation cases ranging from property rights to telephone rate cases and anti-trust matters. Provided legal assistance to activated reservists as member of the U.S. Judge Advocate Corps (1991-92).

Education:

Boston University, BS, 1962
Boston University School of Law, JD, 1965
Michigan State University, School of Labor & Industrial Relations, MA, 1975

Advocacy:

During 30 years in the labor relations arena, has worked closely with management and union leaders to help the parties achieve their respective interests in thousands of situations. Successfully negotiated 45 multi-year bargaining agreements with seven nationally affiliated bargaining units on significant issues ranging from health care and pension benefit levels to wages and work rules without a work stoppage.

Professional Organizations:

Member, Massachusetts Bar
Member, Labor & Employee Relations Association (formerly IRRA)
Neutral Co-Chair, Utilities Industry Council (LERA)

Charges:

PER DIEM: \$800.00 (hearing, research, preparation of opinion and award).

CANCEL: If the scheduled grievance arbitration hearing is postponed or canceled with notice of less than four calendar weeks (28 days), the per diem fee for each day of scheduled hearing shall be charged if another matter cannot be set in its place.

OTHER: None.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Beitner, Elliot I.

Arbitrator

Business: Elliot Beitner, PC
280 Daines Street
Suite 400A
Birmingham, MI 48009
248-593-6880
FAX: 248-593-6882

Experience:

Full time arbitrator; former academic positions: Adjunct Professor of Arbitration, Wayne State University, Graduate School of Industrial Relations; Adjunct Professor of Law, Wayne State University Law School; Adjunct Professor of Behavioral Sciences (Law & Social Behavior), Oakland University; Instructor in Labor & General Law Walsh Institute of Accountancy; Instructor, Legal Research, Wayne State University; Editor in Chief, Wayne Law Review; Permanent arbitrator or umpire panel in private sector, public sector, military affairs.

Permanent Umpire - Caterpillar Inc. and UAW

Education:

J.D. Wayne State University; B.A. Wayne State University

Advocacy:

None.

Professional Organizations:

National Academy of Arbitrators; Society of Professionals in Dispute Resolution; American Bar Association; Michigan State Bar; IRRA; Oakland County Bar Association.

Charges:

PER DIEM: \$900.00

CANCEL: Within three weeks of hearing date \$900; if hearing date is canceled with more than three weeks notice, \$450.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Berschback, Don R.
Attorney at Law

Business: 24053 Jefferson
St. Clair Shores, MI 48080-1530
586-777-0400
FAX: 586-777-0430

Experience:

Worked as a foreman, labor relations representative, and a supervisor of labor relations for General Motors from 1964-1973. Established own law practice in 1973 concentrating on corporate/labor work, estate planning and family law. Has been a mediator for Macomb County Circuit Court for 26 years. Has been a mediator for Wayne County Circuit Court since 1998. Has represented management and employees. Has represented the City of Fraser and the UAW. Over the years has handled over 10,000 grievances, over 500 discipline cases; some Act 312 and Act 78 hearings. Rated "AV" in Martindale-Hubbell, Inc. Currently in private practice and also represents the City of Grosse Pointe Woods, but not for Labor Relations.

Education:

University of Detroit, undergraduate, 1964; University of Detroit Law School, 1968; continuing legal education each year.

Advocacy:

Represents two small closely held Michigan Corporations with union contracts. One is manufacturing concerns and one is service oriented. On the average, also has three to four active cases representing employees in varying disputes.

Professional Organizations:

Michigan Bar Association; Macomb Bar Association; Financial and Estate Planning Counsel of Metropolitan Detroit, Inc.

Currently a arbitrator for the Michigan Employment Relations Commission. Adjunct professor at University of Detroit Mercy Law School in 2006 - taught labor law private sector.

Charges:

PER DIEM: \$650.00 per day, plus expenses.

CANCEL: \$100.00 if notified 48 hours in advance; full rate for hearing date if less than 48 hours notice given.

OTHER: None.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Bishop, Harry W.

Business: Arbitrator
PO Box 473
Port Austin, MI 48467
989-738-7837

Experience:

1966-1971 Union organizer and negotiation consultant for MEA; represented various regional MEA groups petitioning MERC for bargaining unit recognition; represented numerous local MEA units at the collective bargaining table in unfair labor practice hearings and grievance arbitration hearings.

1971-1973 MEA Uniserv Executive Director.

1973-1987 Employed by Michigan Association of School Boards to develop and supervise the Employer Labor Relations staff; represented school management in negotiations with Michigan's K-12 school districts, intermediate school districts, community colleges and universities; worked as a management advocate in arbitration, fact finding and unfair labor practices.

1987-1989 Retired as Associate Executive Director of Employment Relations for the Michigan Association of School Boards.

1990-1991 Placed on MERC's grievance arbitration, fact finding and Act 312 panel; appointed chairman and completed an Act 312 arbitration hearing and decision for the Okemos fire fighters case; appointed to a fact finding case; appointed to at least three additional Act 312 cases, but resigned from them when appointed by Governor John Engler to the Michigan Employment Relations Commission.

1991-2005 Reappointed by Governor to additional terms on the Michigan Employment Relations Commission.

Currently retired as a member of the Michigan Employment Relations Commission.

Education:

Central Michigan University, BS, Chemistry - 1957
University of Michigan, MS, Meteorology - 1963
Michigan State University - Post graduate training in labor relations.

Advocacy:

None.

Professional Organizations:

Lion's Club; American Legion; Board Member of the Bird Creek Golf Course

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Bishop, Harry W.

Business: Arbitrator
PO Box 473
Port Austin, MI 48467
989-738-7837

Charges:

PER DIEM: \$400 per day

Cancellation fee would be for any actual expenses incurred; State rate on mileage, hotel, etc.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Bladen, Edwin M.

Arbitrator

Business: P.O. Box 77
Haslett, MI 48840-0077
517-339-2764

Experience:

Senior Federal Administrative Law Judge (Retired)
Attorney and Counselor, admitted State of Michigan, U.S. Supreme Court, U.S. Court of Appeals, Sixth Circuit, Temporary Emergency Court of Appeals, U.S. District Courts Eastern and Western Districts of Michigan, U.S. District Court, Vermont.

Retired Assistant Attorney General in Charge, Consumer Protection, Economic Crime and Health Care Fraud Divisions, Department of Attorney General, State of Michigan.

Education:

Wayne State University, AB, 1963
Wayne State University, JD, 1965
National Judicial College, 2002

Advocacy:

No advocacy for either labor or management, private or public.

Professional Organizations:

State Bar of Michigan
American Bar Association, Judicial Division, Litigation Section, Administrative Law Section

Charges:

PER DIEM: \$650.00 plus reasonable and necessary travel expense.

CANCEL: \$450.00 plus non-refundable expenses incurred.

OTHER: Administrative expenses, e.g., special delivery charges, computerized indexing and research costs.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Block, Richard N.

Business: School Of Labor & Ind Relations
1965 Rutgers
East Lansing, MI 48823
517-353-3896
FAX: 517-355-7656

Experience:

Director of School of Labor & Industrial Relations, Mich State Univ; Assoc. Dir, School of Labor and Industrial Relations, MSU; Adjunct Prof of Law, MSU Coll. of Law; Visiting Scholar, Dept of Ind. Rel. London School of Economics and Political Science; Visisting Prof, Cntr for Ind. Rel., U. of Toronto; Visiting Assoc Prof, Grad School of Bus, Columbia U; Nat'l Exec Bd, IRRA, Chair Exec Comm, Industrial Rel. Council on Goals Publisher of numerous articles & papers on labor relations, labor law, international labor standards, and training. Teach courses & perform research in collective bargaining & labor relations. ROSTERS: Amer. Arb. Assoc.; Fed Med & Concil Serv; Nat'l Mediation Board; Mich Civil Service Ad Hoc Hearing Officer; PERMANENT PANEL: Auto Transporters & IBT; Ohio Educ Assoc & Prof Staff Union; Fort James Corp & United Paperworkers International Union.

Education:

PhD, Industrial and Labor Relations, Cornell University, 1977; MS, Economics, 1973, BA Economics, 1971, University of Illinois.

Advocacy:

None.

Professional Organizations:

National Academy of Arbitrators (application accepted, May, 2004; admission expected, October, 2004) Industrial Relations Research Association, Canadian Industrial Relations Association, International Industrial Relations Association, American Economic Association.

Charges:

PER DIEM: \$800.00

CANCEL: \$700.00 if notified prior to depature for hearing

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Borushko, William P.
Labor Consultant

Business: 3004 Midshipman Dr
Au Gres, MI 48703
989-385-2455
FAX: 989-876-2811

Experience:

Labor Mediator with the State of Mich, Dept of Labor and Economic Growth for 27 years. Worked as Field Examiner with National Labor Relations Board; Worked in various positions with major steel company negotiating labor agreements with numerous unions.

Education:

Graduate, Michigan State University, BA in Economics

Advocacy:

Currently representing a number of public employers, providing assistance on grievance issues, contract negotiations.

Charges:

\$800 per day, plus expenses effective 12/05/07

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Brennan, J. Martin
Attorney at Law

Business: J. Martin Brennan
30600 Telegraph Rd., Ste. 3250
Bingham Farms, MI 48025
248-644-2833
FAX: 248-644-0019

Experience:

Attorney in private practice with emphasis in governmental law and litigation. Case Evaluator for the Circuit Courts of Oakland, Wayne and Macomb counties. Former Arbitrator for the American Arbitration Association (commercial panel) and Better Business Bureau of Southeastern Michigan. Former Attorney for the City of Fraser, 1983-1999. Former Special Assistant Attorney General, 1987-1998.

Education:

University of Michigan, Ann Arbor, 1975-BBA; Detroit College of Law, 1979, JD

Advocacy:

None.

Professional Organizations:

State Bar of Michigan, Member of Public Corporation Law Section; Member of City of Rochester Hills Zoning Board of Appeals; President of Community Media Network (Public Access Television)

Charges:

PER DIEM: \$800.00 plus travel and lodging

CANCEL: \$400 if notified 48 hours in advance; full rate if less than 48 hours notice given.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Brennan, Jr., Thomas E.
Attorney/Retired Judge

Business: 2906 Colony Dr.
East Lansing, MI 48823
517-339-6090

Experience:

Served 24 years on the bench of the 55th District Court, State of Michigan. Retired on December 31, 2004. Currently a self employed attorney specializing in mediation, arbitration and facilitation; teaches criminal procedure law at Lansing Community College, Department of Public Careers and Michigan State University, School of Criminal Justice.

Education:

Received the degree of Juris Doctorate from the Thomas M. Cooley Law School in January 1978; degree of Bachelor of Science from Michigan State University in June 1974.

Completed the forty hour training for certification as a mediator in November 2003.

Completed a myriad of continuing education programs over the last 25 years associated with serving in the judiciary.

Advocacy:

None.

Professional Organizations:

State Bar of Michigan's Alternate Dispute Resolution Section. Currently on the board of the Ingham County Bar Association, serving as chair of the ADR section.

Charges:

PER DIEM: \$650.00

CANCEL: \$650.00 if the cancellation occurs within seven days of the scheduled hearing.

OTHER: In any event, a \$200.00 non-refundable docketing fee.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Brookover, Thomas W.

Attorney at Law

Business: 747 Ardmoor
Bloomfield Hills, MI 48301
248-594-6448
FAX: 248-646-6591

Experience:

1996 to Present: Arbitrator, mediator, facilitator, Visiting Judge in Wayne, Macomb, and Alpena Circuit Courts and 46th Circuit Trial Court and various probate and district courts; Permanent Arbitrator for Detroit Police Officers Association and City of Detroit.

1989-1996: District Judge, 48th District Court, Bloomfield Hills, MI.

1972-1989: 17 years experience in practice before appointment to the bench, including practice with a Wall Street law firm engaged in corporate, anti-trust and securities law; Bendix Corporation in Southfield doing ERISA and employment law; and private practice with extensive litigation experience including complex securities, anti-trust, and products liability cases and commercial and business litigation, as well as personal injury, employment discrimination and municipal law matters. City Attorney for Trenton, 1984-1989.

Education:

1966 - BA, Yale University
1971 - JD, University of Michigan Law School

Advocacy:

None.

Professional Organizations:

Michigan, Oakland County, Macomb County and American Bar Assns

Charges:

PER DIEM: \$650.00 for each hearing day and study day

CANCEL: One day charge if cancelled within 14 days

OTHER: Actual expenses plus any mileage over 50 miles

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Brown, Barry C.
Arbitrator

Business: Brown & Brown, Inc.
PO Box 4669
East Lansing, MI 48826-4669
517-332-7189
FAX: 517-332-9924

Experience:

Arbitrator. On rosters of: AAA, FMCS, MERC, FMB and WERC. Contract arbitration for Dow Chemical-USWA; University of Michigan - AFSCME; City of Detroit-DPOA; State of Michigan-UAW; State Judicial Council-Government Admin. Assn.; Central Michigan University-Faculty Assn; Oakwood Hospital-AFSCME; State of Michigan-AFSCME; MGM Grand Casino - UAW; State of Michigan-MPES; General Mills-Grain Millers Union; Jackson Public Schools-JCEA

Adjunct Law Professor (Labor Law and Arbitration) Cooley Law School (1988 to present); Part-time instructor, Wayne State University (1958-1969).

Education:

Wayne State University (BS Business Administration - 1953, JD with Distinction 1956)

Advocacy:

None.

Professional Organizations:

Michigan State Bar Association - Employment and Labor Law Section (Former Chair); Ingham County Circuit Court - Employment Case Mediation Panel; International Association of Labor Government Officials (IAGLO) Former President; Lansing City Club (Former President)

Charges:

PER DIEM: \$1000.00

CANCEL: After a hearing has been scheduled and the parties agree to postpone or cancel the hearing, the following will apply:

- 1) Per diem fee will be charged for cancellation/postponement within 21 calendar days of hearing.
- 2) One-half (1/2) per diem fee will be charged if withdrawn after hearing is set.
- 3) A third postponement and any subsequent postponements requested by either party will automatically be per diem fee.

OTHER: Expenses if incurred may include mileage, parking, long distance calls/conference calls, photocopies, postage, airfare, car rental, accommodations, meals.

Two study days per one (1) day of hearing is standard unless more or less writing and research time is warranted. In that case, one (1) study day or less will be charged if less time is warranted, and more than two (2) days could be charged if more study time is warranted. Each study day is billed at my current per diem rate.

The hearing is scheduled (whenever possible) 30 days from the date of selection. Post-hearing briefs (if agreed upon) are submitted to the arbitrator within 30 days from the date of hearing. My opinion & award will be issued within 30 days from the receipt and exchange of briefs.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Burkholder, Donald R.
Arbitrator

Business: University of Detroit Mercy
4001 W. McNichols Road
Detroit, MI 48221-3038
313-993-1089
FAX: 313-993-1166

Experience:

Interest Arbitration (Act 312 Cases): Dearborn/POAM, 2004; Atlas Twnshp/MAFF, 2003; Missaukee County/POAM, 2003; Chesterfield Twnshp/POLC, 2005; Waterford/Waterford Lts & Sgts, 1992; Benton Harbor/IAFF, 1993; Jackson County/Deputy Sheriff's Assoc, 1995; Benton Harbor/IAFF, 1993; Kalamazoo/POLC, 2000; Monroe/POLC, 1996; Berrien Springs/Oronoko Twnshp/POLC, 2000; Clay Twnshp/POLC, 2000; Ingham County Sheriff/FOB, 1986

Grievance Arbitration: Issues: Double jeopardy re suspension and previous punishment; suspension; discharge; forced disability termination; new shift creation, seniority, layoff, bumping and recall; work of unit re contract interpretation; dismissal; sleeping on duty; drug testing; alcohol and substance abuse; insubordination; educational benefit; filling position without posting; patient abuse; accountability

Parties: Cincinnati Coca Cola and IBT; Ohio Metal Processing and IAWAW; Rubbermaid, Inc. and Unite Rubber, Cork, Linoleum and Plastic Workers of America, Local 242; Whirlpool Corp and Int'l Union, United Automobile, Aerospace and Agricultural Implement Workers (UAW), Local 1172; United Technologies and UTWA; City of Norwood, OH and Norwood Police and Wage Benefit Association; University of Toledo and UT Patrolmen's Assoc; Toledo Municipal Clerk of Courts and AFSCME Council 8; Columbus Port Authority and AFSCME Local 370; Toledo Clerk of Court and AFSCME; Mich Dept of Corrections, Community (formerly Mental) Health, Family Independence Agency and AFSCME Council 25; City of Sterling Heights and IBT 214; City of Columbus and IAFF 67; City of Battle Creek and POLC #121; Berrien Co Sheriff's Dept/POLC; City of Eastpointe/POAM; Inskster Public Schools/AFT.

Fact Finding: East Arenac School Dist/OEA, 1990; Richmond School Dist/MEA, 1991; Norwood/OPBA; Ottawa Cnty Sheriff/FOP; Lucas Cnty Jobs & Family Services & AFSCME;

Panel Rosters: FMCS, MERC, SERB, Michigan Office of State Employer & AFSCME Council 25.

Education:

PhD, Political Science/Public Administration, Wayne State University; MA Political Science, Kent State University; BS Government & Politics/Journalism, A.A., U. of Maryland, Government & Politics major, A.A.; Hagerstown (MD) Junior College

WORK EXPERIENCE: Faculty member at University of Detroit/University of Detroit Mercy since 1976. Courses taught: Public Policy; Labor-Management Relations; Government Budgeting, Public Administration, Politics & the Media. Administrative Assistant in University Relations and Grants Offices at Wayne State University (WSU). Graduate Assistant, Political Science Dept. WSU. Instructor, Eastern Kentucky University. Editorial Assistant, Kent State University.

Newsman, Associated Press, Richmond, VA. Journalist, U.S. Navy. Teacher Prince George County (MD) Public Schools. Reporter, Hagerstown (MD) Morning Herald.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Burkholder, Donald R.

Arbitrator

Business: University of Detroit Mercy
4001 W. McNichols Road
Detroit, MI 48221-3038
313-993-1089
FAX: 313-993-1166

Advocacy:

None.

Special Interests: Merged, consolidated, amalgamated, combined governmental, educational, and corporate organizations.

Professional Organizations:

Labor and Employment Relations Association; American Society for Public Administration; Michigan Academy of Arts, Sciences & Letters; Michigan Conference of Political Scientists; American Society for Public Administration

Charges:

PER DIEM: \$725.00

CANCEL: No charge if notified prior to seven calendar days in advance of scheduled hearing; \$725 if notified less than seven calendar days in advance of a scheduled hearing, but no charge for agreed upon postponement date.

OTHER: 44.5 cents per mile, tolls, fees or cost of commercial transportation. Food, lodging, as necessary and appropriate.

Extraordinary costs such as overnight mailing, conference calls, major photocopying, etc.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Callaghan, Edward D.

Business:

1623 W. Houstonia
Royal Oak, MI 48073
248-522-3902

Experience:

President of Orchard Ridge Campus, Oakland Community College; Vice Chancellor of Human Resources and College Communications, Oakland Community College, 1992-2000; Director of Human Resources Dearborn Public Schools/Henry Ford Community College, 1986-91; Professor, Business Administration at Washtenaw Community College 1974-85; Labor Consultant for City of Riverview, 1972-76; Director of Personnel, City of Madison Heights, 1971-74; Personnel Technician for City of Birmingham, 1971; Member - Labor Arbitration Panel American Arbitration Association; Michigan Employment Relations Commission panel of arbitrators.

Education:

University of Detroit, BS, (1968); Wayne State University (M.B.A. 1970); University of Michigan (PhD, 1981)

Professional Organizations:

MPELRA, Past President (1977) and Dudley Sherman Award Recipient. Hospital Board Member, Health Horizons Systems, since 1984. Member, IRRA, since 1970. Member, SPIDR, since 1978.

Charges:

PER DIEM: \$650.00, plus travel and lodging.

CANCEL: \$200.00, if notified 48 hours in advance. Full rate if less than 48 hours notice is given.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Cheek, Roger N.

Arbitrator

Business: 5120 Underwood
Detroit, MI 48204-4808
313-506-4438

Experience:

(September 1975-December 2005). Employed with the City of Detroit, Labor Relations Division, serving as the Labor Relations Director for the final 20 years. In that capacity experienced all aspects of a large City labor relations practice, performing at every level and in all functions of the organization. During that lengthy service was the City's chief negotiator and ultimate administrator of a total of approximately 700 labor agreements that covered the typical range of subjects covered in comprehensive labor contracts and all of the typical categories of City employees, including unskilled workers, skilled tradespersons, technicians, clerical employees, professionals, police officers, fire fighters, etc. Other duties included: service as City's panelist in several police Act 312 arbitrators; a management-side Trustee on the Police and Fire Pension Board; and one of the principal administrators of economic benefits covering all employees, including health care, dental care, optical care and life insurance.

Early in Detroit employment: junior-level civil service accountant; member of the Senior Accountants Analysts and Appraisers Association (SAAA), a collective bargaining organization; served as Vice-President; grievance steward and member of negotiation team that reached a 3-year agreement with the City for 1974-1977.

During the last 20 years served as guest lecturer, instructor and trainer/speaker on various subjects in labor relations at two community colleges, police training academy and labor relations training meetings

Prior to employment with the City of Detroit was member and trustee of a private sector labor union that represented retail clerks; U.S. Navy service during Vietnam-era; 20 months in Navy's Human Resources Management Development Program specializing in improving race relations among sailors.

Education:

Wayne State University, B.S. Business Administration - Accounting, 1969; University of Detroit, now U of D Mercy, J.D., 1975

Advocacy:

No advocacy since leaving City employment in December 2005.

Professional Organizations:

State Bar of Michigan, Labor & Employment Law Section; Michigan Public Employer Labor Relations Association (MPELRA); Labor and Employment Relations Association (LERA), Detroit Chapter.

Charges:

Per Diem: \$650.00

Cancellation: One-half (\$325.00) per diem if less than 14 days.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Cheek, Roger N.
Arbitrator

Business: 5120 Underwood
Detroit, MI 48204-4808
313-506-4438

Other: Travel expenses, including costs for lodging and meals.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Chiesa, Mario

Arbitrator

Business: 428 N Gulley Rd
Dearborn, MI 48128
313-277-1967

Experience:

Presently: attorney, full-time arbitrator and fact finder, 25 years labor management involvement as a third party neutral. Fact Finding: Issued recommendations for many different bargaining units and employers dealing with a multitude of issues. Grievance arbitration: extensive practice in both public and private sectors. Experience with numerous bargaining units and employers in public and private sector involving issues ranging from discipline, discharge, management rights, overtime, leave, holidays, working conditions, layoff, plant shutdown, numerous contract interpretation issues. Dealt with disputes in public sector employment, such as police, fire, road commission, education, mental health, transportation, road construction, etc. In private sector have dealt with numerous industries, including auto supply, steel, trucking, warehouse, paper, power, chemical, furniture, utilities, health services, numerous manufacturing facilities, financial services, construction, etc. Interest arbitration: very extensive experience with all Act 312 eligible parties. Also private sector experience.

Education:

Graduate, Detroit College of Business, BS, honors; Detroit College of Law, JD, honors.

Advocacy:

None.

Professional Organizations:

Michigan Bar Association; American Bar Association; National Academy of Arbitrators-past director, committee chair, past chairman Michigan region; SPIDR; IRRA, and American Arbitration Association.

Charges:

PER DIEM: \$875.00

CANCELLATION: One per diem if hearing is cancelled or postponed less than 14 days before the date scheduled.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Claya, John C.
Arbitrator

Business: 6611 Sun Valley Dr
Clarkston, MI 48348
850-212-1293

Experience:

Have experience with management and labor in both public and private sectors. For example, former Director of Personnel, City of Taylor; Former District Counsel, United Steelworkers. As an Advocate, tried over 150 arbitration cases involving varying issues such as: Discipline, Discharge, Jurisdiction, Pension, Overtime, Residency, Seniority. Have tried or been a panelist on Act 312 cases for management and labor. Authored 1979 and 1980 annual surveys on unemployment for Wayne Law Review and articles on wage increases as unfair labor practices and mass discharge for American Jurisprudence, Federal.

Education:

University of Michigan, BA, 1968; Detroit College of Law, JD, 1974.

Advocacy:

Deputy City Attorney/Labor - City of Pontiac: Litigating labor and employment law issues for the city in state and federal court.

Professional Organizations:

Member, Michigan Bar Association/American Bar Association; Former union chair of Committee on Benefits to Unemployed Persons, American Arbitration Association; AAA Labor Panel.

Charges:

PER DIEM: \$500

CANCEL: \$500 fee if not canceled within 2 weeks of hearing date.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Cohen, Carl

Business: University of Michigan
East Quadrangle
Ann Arbor, MI 48109-1245
313-665-0090

Experience:

Professor of Philosophy since 1955 in Medical School and Residential College, University of Michigan. Grievance and interest arbitrator since 1973; Author: Introduction to Logic, (Macmillan); Communism, Fascism and Democracy (Random House), and other books in moral and political philosophy. Essays in Wayne Law Review, Southern California Law Review, New England Journal of Medicine, Journal of the American Medical Association, Commentary, The Nation, The Yale Review, etc. Consultant: NIH, US Civil Rights Commission, NEH, US Senate Committee on Judiciary, Princeton University Press, etc. Former Chair, ACLU of Michigan Wide experience as arbitrator.

Education:

P.D. University of California, L.A., (Philosophy) 1955; M.A. University of Illinois, Urbana, (Philosophy), 1952; A.B. University of Miami, 1951.

Advocacy:

None. I am a wholly neutral party.

Professional Organizations:

AAA; National Mediation Board; Ohio State Employment Relations Board; AFSCME/Waterford Township; Michigan Employment Relations Commission panel of arbitrators and fact finders; IRRRA; American Philosophical Association; International Association for the Philosophy of Law; Society for Health/Values.

Charges:

PER DIEM: \$500.00

CANCEL: None.

OTHER: Summer telephone number: 517/456-7083.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Collins, James M.

Attorney at Law

Business: 600 US Hwy 41 E, POB 511
Negaunee, MI 49866
906-475-9961
FAX: 906-475-7383

Experience:

Attorney since 1958
District Court Judge, 1985-2003
Represented both Management & Labor
Certified for Facilitative Mediation for both State & Federal Courts
Former member and past chair NMU Board of Control
Former officer & director - Simmons Airlines, Inc.

Education:

BA from MSU in 1951
JD from WSU in 1958

Advocacy:

None.

Professional Organizations:

Bell Memorial Hospital Board Member
Lake Superior Community Partnership Board Member
Member - Marquette County Ambassadors
Member - State Bar of Michigan
Member - Marquette County Bar Association
Vice Chair - Michigan Aeronautics Commission
Former member and past chair NMU Board of Control
Past president of Michigan District Judges Association

Charges:

PER DIEM: \$900.00 per six hour day

CANCEL: Fees earned

OTHER: Actual expenses

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Cooper, Jessica R.

Business: 30150 Telegraph Rd, Ste 444
Bingham Farms, MI 48025
248-594-3470

Experience:

Retired from Michigan Court of Appeals to begin an Arbitration and Mediation Practice in 2007. Prior to election to Court of Appeals, spent twenty-two years as a Trial Judge. Wrote opinions and presided over innumerable cases involving employment disputes. Taught as an Adjunct Professor of Law at the University of Michigan and Michigan State University.

Education:

Wayne State University B.A. 1970
Wayne State University Law School J.D. 1973
Supplemental Advanced Mediation Techniques, Michigan ICLE June 2007

Advocacy:

Neutral for past twenty-eight years.

Professional Organizations:

American Constitution Society
American Inns of Court, Oakland Chapter
National Assoc. of Women Judges, Founding Member
Oakland County Bar Association
State Bar of Michigan
American Arbitration Assoc., Commercial Arbitration Panel
National Arbitration Forum Panel

Charges:

Per Diem:
Full Day \$1200
Half Day \$ 600
Cancellation:
With less than 48 hours notice: Half Day Charge
Other:
Hourly Charge for preparation time.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Cousens, Mark H.

Esq.

Business: 26261 Evergreen Ste 110
Southfield, MI 48076
248-355-2150
FAX: 248-355-2170

Experience:

Craig, Fieger & Golden, 1970-73; Fieger, Golden & Cousens, 1973-78; Fieger, Cousens & Boesky, 1978-81; Miller, Cohen, Martens & Ice (partner & shareholder), 1981-1990; sole practitioner, 1990 present. Neutral ad hoc arbitrator for Michigan Department of Civil Service. Considered discipline, leave of absence, job classification and rule violation disputes. Advocate for labor predominantly in the public sector. Guest lecturer on labor relations topics at Michigan State University, Eastern Michigan University, Macomb County Community College. Member, labor panel American Arbitration Association.

Education:

Wayne State University, PhB, 1967; Wayne State University, JD, 1970.

Advocacy:

General counsel to the Michigan Federation of Teachers and its affiliates (except Detroit Federation of Teachers); Detroit School Administrators, City of Detroit Bus Drivers, Battle Creek Bus Drivers, numerous other labor organizations.

Professional Organizations:

State Bar of Michigan; American Bar Association; Industrial Relations Research Association; AFL-CIO Lawyers Coordinating Committee American Arbitration Association.

Charges:

PER DIEM: \$500

CANCEL: Per diem within 48 hours.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Daniel, William P.
Arbitrator

Business: Daniel & Grossman, P.C.
336 W 1st St
Flint, MI 48502
810-235-2581
FAX: 810-233-3888

Experience:

Industries include: Agriculture, aluminum, atomic energy, auto, bakery, beverage, brewery, brass & copper, broadcasting, canning, cement, chemical, clothing, communications, construction & building, dairy, education, electrical equipment & appliances, entertainment, arts, food, foundry, furniture, glass, heating ventilation, health care, hotel/restaurants, local government, lumber, machinery, manufacturing, meat packing, metal fabrication nuclear energy, packaging, pharmaceutical, plastics, plumbing fixtures, police & fire, printing & publishing, private sector interest, public sector grievance, (further listings available).

Education:

University of Detroit PhB, 1955; University of Detroit Law School JD, 1958.

Professional Organizations:

American Arbitration Association; Federal Mediation and Conciliation Service, Michigan Employment Relations Commission; Michigan Civil Service Commission

Charges:

PER DIEM: \$925

CANCEL: Minimum fee upon cancellation of the case 1/2 per diem;

Cancellation charges:

- A. confirmed dates up to 30 days before the hearing 1/2 per diem
- B. confirmed dates within 30 days of hearing full per diem

OTHER: All travel, telephone, xerox, etc. at cost. All fees and charges are equally divided and payable unless parties agree otherwise.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Dobry, Stanley T.

Arbitrator

Business: PO Box 1244
Warren, MI 48090-0244
586-754-0840
FAX: 586-754-0840

Experience:

Named to arbitration panels in contracts of numerous employers. Arbitration experience in numerous industries, on an extensive list of issues. Labor arbitrator since 1978.

Adjunct Professor, Business Administration, Central Michigan University, 1989 - 1998.

Private Law Practice, 1981 to present. Civil and criminal litigation (excluding employment law); Assistant Village Attorney, Oxford, Michigan, 1988-91.

Staff Attorney, Michigan Judicial Tenure Commission, 1976-1981.

Assistant Supervising Attorney, Wayne County Neighborhood Legal Services, Family Law Center, 1974-76; Attorney 1974-1976; Attorney Intern, 1973-1976.

Education:

University of Michigan (AB 1970); Detroit College of Law (JD Cum Laude 1974)

Advocacy:

Private practice of law (non-labor), 1981 to present. Actively involved in Grievance conciliation and mediation.

Professional Organizations:

NAA; Public Employees Dispute Settlement Committee, 1988-90; SPIDR (Michigan Director of Programs, 1982-84); AAA; IRRRA (Detroit Chapter 2nd Vice President); ABA; and more.

Charges:

PER DIEM: \$900.00 + lodging + travel expenses (\$.50 per mile)
No charge for office expenses.

CANCEL: \$900.00 if less than 30 days notice is given; \$100.00 if date is withdrawn/rescheduled after hearing is set, but 30 or more days notice is given.

OTHER: Charges for travel from nearest office

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Easter, Phillip
Attorney at Law

Business: 26414 Falmouth Dr.
Warren, MI 48089
810-560-0546

Experience:

Presently Assistant Superintendent of Human Resources and Pupil Personnel Services for Mt. Clemens Community School District.

Extensive experience in Act 312 interest arbitration process with police and firefighter bargaining units; arbitration of approximately 250 grievances in the public and private sectors including discipline, discharge, contract interpretation, insurance benefits, pension benefits for police officers, firefighters, general municipal employees, teachers, school district employees, home health care workers, hospital employees, nurses, automotive suppliers; arbitration of approximately 25 Act 312 interest arbitration cases with police officers and firefighters; represented employers in private sector union organization activities, unfair labor practice defense; defense of public and private sector employment litigation.

Education:

Bachelor of Arts, Wayne State University, 1971; Juris Doctorate, Detroit College of Law at Michigan State University, 1977.

Advocacy:

1990-2001 - Represented public and private sector management in contract negotiations; grievance arbitrations; unfair labor practice proceedings; fact finding and Act 312 proceedings.

2001-Present - Assistant Superintendent for Human Resources and Pupil Personnel Services for Mt. Clemens Community School District.

Professional Organizations:

Member of the State Bar of Michigan since 1977; member of the Labor and Employment Law Section, the Public Corporation Law Section and the Alternative Dispute Resolution Section of the State Bar of Michigan.

Charges:

Per Diem: Grievance Arbitration \$500.00 per day; Fact Finding & Act 312 proceedings per MERC schedule.

Cancellation: None with three (3) days prior notification.

Other: Grievance Arbitration: Travel @ IRS rate; postage, phone calls, copies, meals included in per diem; Fact Finding and Act 312 proceedings actual expenses per MERC policy.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Ellis, James T.
Attorney at Law

Business: James T. Ellis
18530 Mack Avenue, Suite 471
Grosse Pointe Farms, MI 48236-3524
810-949-0400

Experience:

Commercial Law Arbitrator with American Arbitration Association since 1986; Construction Law Arbitrator for American Arbitration Association since 1989; Independent Hearing Officer for Detroit Water & Sewer Department, 1991-96; Civil Service Hearing Panel, 1994 Present; FMCS Panel member, 1997-Present; Labor Arbitrator's Training Program, 1979 (Sponsored by AAA & IRRRA; conducted by J. Edward Simpkins); Michigan Court of Appeals Mediation Panel; MERC Act 312 Seminar on new rules (1996); Harvard Law School International Negotiation Seminar, 1989 (Prof Roger Fisher)

Education:

Wayne State University, BS Industrial Engineering, 1965; Harvard Law School, JD, 1972.

Advocacy:

None.

Professional Organizations:

Michigan State Bar; Detroit Bar Association; American Bar Association; Wolverine Bar Association; IRRRA; American Arbitration Association.

Charges:

PER DIEM: \$650; additional pro rata when 8 hrs is exceeded

CANCEL: \$450 after hearing date is confirmed, \$300 postponement and/or cancellation fee

OTHER: Actual expenses, mileage (\$0.30)

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Entenman, John A.

Attorney

Business: Dykema Gossett, PLLC
400 Renaissance Center
Detroit, MI 48243
313-568-6914

Experience:

Labor and Employment Relations Attorney since 1973
Adjunct Professor, University of Detroit Law School

Education:

University of Michigan, BA, 1970
Harvard University, JD, 1973

Advocacy:

Management

Professional Organizations:

Detroit Metropolitan Bar Association
Michigan Bar Association
American Bar Association

Charges:

PER DIEM: \$700.00

CANCELLATION: 15 or more days in advance: no charge; 14 or fewer days in advance: one-day charge

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Frankland, Kenneth P.
Attorney at Law

Business: 1137 Alton Road
East Lansing, MI 48823
517-337-0863

Experience:

Arbitrator and fact finder since 1980 in private and public sector primarily in police, fire and school areas, both in interest and grievance. Currently, full-time arbitrator. Formerly Worker's Compensation magistrate, 2001-2005; general practice 1979-2001; contractual hearings officer, Michigan Dept. of Licensing & Regulation; Hearings Officer, City of East Lansing

Education:

J.D. University of Detroit School of Law, 1965
B.A. University of Detroit (Cum Laude), 1962

Advocacy:

None.

Professional Organizations:

Member, American Arbitration Association Labor Panel, Michigan Bar Association, Ingham County Bar Association, Michigan State Bar Foundation Fellows

Charges:

PER DIEM: \$650.00

CANCEL: Per diem fee if notice of cancellation not received within 10 calendar days of scheduled hearing; \$300 administrative fee if cancelled more than 10 business days before hearing.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Frost, Elaine
Attorney at Law

Business: Elaine Frost, PC
871 Beaconsfield
Grosse Pte Park, MI 48230
313-823-1830
FAX: 313-823-0936

Experience:

Arbitrator/Fact Finder since 1978.

Education:

J.D., George Washington Law Center, 1970

Advocacy:

None since 1992. Prior representation of plaintiffs in employment discrimination cases and defendants in same.

Professional Organizations:

None.

Charges:

PER DIEM: \$700.00

CANCEL: \$200 charge if case is canceled after acceptance by the arbitrator and prior to hearing date confirmed.

If a confirmed hearing date is canceled, the fee for cancellation or adjournment is:

\$300 charge if notice of cancellation or postponement is provided to the arbitrator two weeks (or more) prior to the confirmed hearing date.

\$600.00 charge if notice of cancellation or postponement is provided to the arbitrator less than two weeks prior to the confirmed hearing date.

If scheduled case is canceled, the arbitrator is available to mediate other grievances or disputes on the hearing date. Please advise at time of cancellation of the parties' interest in arranging such alternative services.

TRAVEL TIME & EXTENDED DAYS: Additional per diem will be charged, pro rata, when combined travel and hearing time exceed eight hours in one day.

EXPENSES: Reimbursement for out-of-pocket expenses such as transportation and lodging will be charged. Mileage is billed at \$.30 per mile.

STUDY & PREPARATION OF AWARD: Study time is billed at the per diem rate, typically at twice the number of hearing days.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Gardner III, Levi T.

Arbitrator

Business: 666 Parker Street
Suite 304
Detroit, MI 48214
313-822-7182
FAX: 313-822-7182

Experience:

Comprehensive experience/knowledge of human resources, labor/employment law and arbitration. Extensive involvement with EEO, Union and NAFTA issues. Well versed in Title VII (EEO) relative to harassment, civil rights violations, housing & employment discrimination. Successfully settled numerous conflicts in military & civilian environments. Chaired cases involving collective bargaining, absenteeism, employment eligibility, lost work and grievances on contract administration. Arbitrated and resolved multi million dollar cases involving improper investment procedures & suits for illegal employment practices. Engaged in recruiting, compensation and benefits administration, collective bargaining, interpretation of personnel policies and bargaining agreements.

Qualified as professional mediator and arbitrator through civilian and military training and experience, as well as mediation of community, investment and personnel disputes. Offer sound knowledge of current laws and developments in Labor Relations, particularly of changes and trends in labor/management cooperation. Gained in-depth knowledge and understanding of labor unions, including their organization, development, leadership policies and objectives. Trained in Title VII (EEO) regarding harassment, civil rights violation, housing and employment discrimination. Settled numerous conflicts in both civilian and military environments.

Qualified as a professional arbitrator with the American Arbitration Association, State of Michigan and other organizations, through extensive training and experience. Selected by clients to chair cases involving collective bargaining, absenteeism, employment eligibility, lost work and grievances on contract administration. Resolved disagreements without reversal at various steps of the process and at the arbitration/mediation level. Arbitrated resolved multi-million dollar cases involving improper investment procedures and suits for illegal employment practices.

Education:

University of Southern California, MBA; California State University, BA Health & Safety Administration; Wayne State University, Political Science; Dispute Resolution Certification Program. New York University - Labor & Employment Law Course.

Advocacy:

None.

Professional Organizations:

American Arbitration Association; Nationals Association of Security Dealers; Industrial Relations Resource Association; Society of Professionals in Dispute Resolution; Society for Human Resources Management; Michigan Bar Association; National Center for Dispute Resolution; Reserve Officers Association of the US; American Bar Association; FMCS; National Mediation Board; U.S. Postal Service.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Gardner III, Levi T.

Arbitrator

Business: 666 Parker Street
Suite 304
Detroit, MI 48214
313-822-7182
FAX: 313-822-7182

Charges:

PER DIEM: \$900

CANCEL: \$150

OTHER: Additional Training: Certified Employee Benefit Specialist; Advanced Arbitration/Mediation Training; Wayne County Circuit Court; National Bar Association; Grievance Arbitration; State Bar of Michigan; Labor Relations; Employment Dispute Resolution; Benefit Plans; Better Business Bureau.

MERC Grievance Case No. 87-23 Sanilac County -and- POAM; MERC Grievance Case No. A00 K-0055, Saginaw County Community Mental Health Authority -and- SEIU Local 517M. One (1) is pending (11-20-06).

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Girolamo, Joseph P.

Arbitrator

Business: 615 Griswold Street
Suite 1225
Detroit, MI 48226
313/886-7723

Experience:

1978 to present, private practice of law and arbitration. 1973-78 Legal Counsel to Wayne County Board of Commissioners. Assigned to labor relations including arbitration (grievance and interest), Michigan Employment Relations Commission, State and Federal Court; engaged in private general practice. 1968-1973 Economic Analyst, Michigan Employment Security Commission; promoted to Supervisor, Detroit Labor Market Unit.

Education:

Wayne State University, J.D.; Graduate Labor Law Program-1974; Seminar in Public Employment Labor Relations Law; M.A., Economics.

Advocacy:

None.

Professional Organizations:

Michigan Bar Association Labor Law Section; Detroit Bar Association Labor Law Committee; Member National Academy of Arbitrators.

Charges:

PER DIEM: \$975.00 for each hearing* and study day.

*A Hearing Day is any portion of a day up to eight hours for travel and hearing. Time in excess of eight hours will be billed in increments of 1/4 day.

CANCELLATION:*

- 1) \$450.00 - Cancellation after hearing date is scheduled.
- 2) \$700.00 - Cancellation 21 days or less prior to hearing date.

*Includes postponement, adjournment, etc.

OTHER: Additional expenses billed at amount incurred. Mileage @ \$.70 per mile from office to hearing location.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Glazer, Mark J.
Attorney/Arbitrator

Business: PO Box 769
Bloomfield Hills, MI 48303-0769
248-858-7900
FAX: 248-858-8500

Experience:

Act 312 and Grievance Arbitrations including fire, police, school, industrial and municipal cases; also fact finder for same.

Umpire: Ameritech and CWU and IBEW; The Detroit Newspaper Agency and Local 13N, GCIU; Detroit Newspaper Agency and Newspaper Guild of Detroit, Local 22; Michigan Plastic Co. and AIW; Wayne County, Genesee County, Macomb County and AFSCME; Detroit Baseball Club and SEIU; Kowalski Sausage Company and Teamsters Local 337; Michigan Cemetery Management and Steelworkers 13702; Westinghouse and Atomic Workers; Spartan Stores and Teamsters 406; Lansing Schools and Michigan Education Association; Eastern University and AFSCME; Kellogg Company and American Federation of Grain Millers; City of Wyoming and City Employees Union; The University of Michigan and MI Council 25, AFSCME; Eagle Ottawa Leather and Local 252; Battle Creek Health Systems and SEIU Local 79; Central Michigan University and Central Michigan University Faculty Association; Judicial Attorneys Association and State Judicial Council; City of Grand Rapids and Police Officers Labor Council; Macomb County Road Commission and Macomb County Road Commission Administrative and Technical Employees Association (Ad-Tech); Central Michigan University and Central Michigan University Faculty Association; City of Grand Rapids and GREIU.

Education:

Labor Arbitration Development Program of the State Bar of Michigan; University of Michigan Law School.

Advocacy:

None

Professional Organizations:

Past Michigan Regional Chairperson, National Academy of Arbitrators; Arbitrator; Fact Finder; Attorney; listed on American Arbitration Association; Federal Mediation and Conciliation Service and private panels; State Bar of Michigan; State Bar of California.

Charges:

PER DIEM: \$950 effective 12/01/07.

CANCEL: Cancellations and adjournments within 28 days at full per diem.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Glendon, Paul E.

Business: Attorney at Law
Post Office Box 130800
Ann Arbor, MI 48113-0800
734-663-4126

Experience:

Full time labor arbitrator, arbitrating since 1972 in a wide variety of industries and public employment relationships. Member of permanent arbitration panel for State of Michigan and UAW, New Jersey Bell Telephone and IBEW, AT&T and IBEW; AT&T and CWA, several employers and AFSCME, University of Michigan and Building Trades Board, Ann Arbor Public Schools and AAEEA/MEA. On both AAA and FMCS arbitration panels. General civil law practice (no labor advocacy work) 1970-84.

Education:

JD, University of Michigan Law School, 1969; BA, University of Michigan, 1964.

Advocacy:

None.

Professional Organizations:

National Academy of Arbitrators; State Bar of Michigan (member of Labor Council); Industrial Relations Research Association (Detroit).

Charges:

PER DIEM: \$600 plus travel; lodging, meals.

CANCELLATION: \$600 if canceled within two weeks of confirmed hearing date; \$250 more than 2 weeks before.

OTHER: \$100 for first appointment; \$200 for others.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Goldman, Barry
Arbitrator

Business: 6620 Halyard Rd
Bloomfield Hlls, MI 483012813
248-932-3832
FAX: 248-932-2831

Experience:

Arbitrator and Mediator, private practice, since 1994. Adjunct Assistant Professor, Wayne State University, since 1979. Deputy Director, Human Rights Department, City of Detroit, 1986-94.

Permanent arbitrator in labor cases involving: National Association of Letter Carriers and the United State Postal Service; UAW and the State of Michigan; United Mine Workers of America and the Bituminous Coal Operators' Association; AFSCME and the County of Wayne, Michigan; Wayne County Sheriffs/Airport Police and the County of Wayne; Teamsters Local 283 and Marathon Ashland Petroleum.

Neutral third party in over 400 cases in more than 20 forums including: Federal Mediation and Conciliation Service; American Arbitration Association; U.S. Equal Employment Opportunity Commission; Michigan Employment Relations Commission; Michigan Attorney Discipline Board; Mediation Tribunal Association; New York Stock Exchange; National Association of Securities Dealers; Michigan Unemployment Agency; Square Trade.

Arbitration trainer for the National Association of Securities Dealers.

Education:

Wayne State University, Monteith College, BA, 1973; University of Hawaii, MA, 1977; Wayne State University, JD, 1980.

Advocacy:

None.

Professional Organizations:

Society of Professionals In Dispute Resolution (SPIDR); Industrial Relations Research Association; State Bar of Michigan; American Arbitration Association.

Charges:

PER DIEM: \$700

CANCEL: One week cancellation.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Gonko, Kenneth M.

Esq.

Business: The Danielson Group, P.C.
55921 Gratiot Ave
Chesterfield, MI 48051
586-749-6400
FAX: 586-749-6441

Experience:

Licensed to practice law in November, 1979. Associated with the firm of Gregory, Van Lopik, Moore & Jeakle from November, 1979 until January, 1985. Associated with Monaghan, LoPrete, McDonald, Yakima & Grenke from January, 1987 until January, 2002. Have represented public sector labor organizations and private sector management in all aspects of labor relations and employment law since 1979. Extensive collective bargaining negotiations, mediation and grievance arbitration experience for over 22 years.

Education:

University of Detroit, BA, 1976; University of Detroit, JD, 1979.

Advocacy:

Counsel to the University of Detroit Mercy in matters of higher education law and Presbyterian Village of Michigan in general labor and employment matters.

Professional Organizations:

State Bar of Michigan, Labor & Employment Law Section; American Bar Association, Employment Law Section; Committee of State and Local Government Collective Bargaining, National Association of College & University Attorneys.

Charges:

PER DIEM: \$650. plus travel and lodging.

CANCEL: 1/2 day cancellation if two weeks or more notice; full per diem if less than two weeks notice.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Gravelle, Thomas L.

Arbitrator

Business: 2801 W Maple Rd
Bloomfield Hills, MI 48301-3465
248-644-9270

Experience:

Arbitrator (including Act 312), mediator, fact finder. Listed with AAA, FMCS, MERC. Government, police, fire, education, health, manufacturing, insurance, utilities, retail. Permanent panels: City of Detroit Charter Panel; MSU-FOP. Guest Lecturer labor law, UD-Mercy Law School; Adjunct Faculty arbitration and mediation, Wayne State University. Author: Vol 8A, MICHIGAN PLEADING & PRACTICE-ADR; report on hearing procedures for Michigan Department of Labor; Article on duty to mitigate in back pay proceedings (UD-M L R). Consultant to Michigan Catholic Conference. Sole practice of law. Member, Michigan Employment Security Board of Review, 1978-82. Assistant General Counsel, ACWA, NY 1973-1974

Education:

Graduate, University of Chicago Law School, JD, 1972; Xavier Univ BS, 1967; AAA/FMCS MI Bar/ICLE Arbitrator Development Program.

Advocacy:

None.

Previously:

1973-74 Assistant General Counsel ACTWA, New York, NY
1975-77 Represented Hotel Employees Union and Newspaper Guild

Professional Organizations:

American Bar Association - Labor & Employment Section; Michigan Bar Association, Labor & ADR Sections; Industrial Relations Research Association, Detroit Chap; American Arbitration Association.

Charges:

PER DIEM: \$600.00

CANCEL: Per diem cancellation/postponement if less than 14 days notice; \$250 any time after hearing date is set.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Gretzinger, John H.
Attorney/Arbitrator

Business: 2025 E. Beltline, SE, Suite 600
Grand Rapids, MI 49546
616-954-2546
FAX: 616-977-0529

Experience:

1979-Present: Attorney specializing in labor and employment law, including collective bargaining negotiations, grievance arbitrations, Act 312 interest arbitrations, wage-hour matters, unemployment compensation, teacher tenure act proceedings, civil rights matters and hearings before state and federal administrative agencies and courts. Member of the American Bar Association Section on Labor and Employment Law and since 1985 have participated in the Section's State and Local Bargaining and Employment Law Committee currently as Management Co-Chairman of its Subcommittee on the Rights of Union Members and non-Members and previously as Management Co-Chairman of its Subcommittee on the Scope of Bargaining. Management representative to the Michigan Employment Relations Commission's Advocacy Committee on Act 312 Arbitration and Fact Finding and a member of the Council of School Attorneys of the National and Michigan School Boards Association.

Publications: O'Donnell v State Farm Ins. Co: A Judicial Attempt to Amend Michigan's No Fault Act, 1977 Detroit College of Law Review 187; Unfair Labor Practices, Labor Relations Manual, Michigan Public Employment Relations Assn; and Information Disclosure in Law Enforcement Agency Disciplinary Actions, & the Labor Lawyer (1991).

Education:

Michigan State University, BS, Social Science - 1971
Detroit College of Law, JD, Law - 1978

Advocacy:

Shareholder in the firm of Nantz, Litowich, Smith, Girard & Hamilton in Grand Rapids with a current practice focusing primarily on the representation of municipal entities, including cities, counties, school district, courts, mental health authorities, medical care facilities and other independent authorities. Prior to 2001 was a shareholder with Law, Weathers & Richardson (1996-2000) and Clary, Nantz, Wood, Hoffius, Rankin & Cooper (1975,1979-1996).

Professional Organizations:

American Bar Association
Michigan Bar Association

Charges:

PER DIEM: \$900.00 per day for the hearing, for the study of the record and for preparation of the opinion. An initial hearing day is any portion of a day up to six hours. Subsequent hearing days of three hours or less will be billed at one half of the per diem rate for that portion of the hearing. Time for research and writing will be billed in half day increments.

OTHER:

TRAVEL TIME - Travel time to and from the hearing location is charged for hearings conducted more than twenty (20) miles outside of the Grand Rapids city limits. Travel on days other than hearing days is billed in half day increments. When travel and hearing time exceeds six

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Gretzinger, John H.
Attorney/Arbitrator

Business: 2025 E. Beltline, SE, Suite 600
Grand Rapids, MI 49546
616-954-2546
FAX: 616-977-0529

hours in a day, the time after six hours will be billed in half day increments.

EXPENSES - Expenses incurred for transportation and accommodations on out-of-town trips and meals are based upon actual out-of-pocket expenditures. Receipts will be provided if they are requested by the parties prior to the scheduled hearing dates. Automobile travel reimbursements will be charged as the current IRS rate per mile. Costs of photocopying, postage, faxing and long distance phone calls are charged on an actual cost basis.

CANCEL: Cancellations or postponements of confirmed hearing dates occurring 14 days or less prior to the hearing date will be assessed the per diem rate for one day.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Grissom, David W.
Arbitrator/Fact Finder

Business: David W. Grissom Law Offices
Marquette Bldg
243 W Congress Ste 350
Detroit, MI 48226
313-237-0490

Experience:

Negotiated collective bargaining agreements, tried arbitration cases, and handled labor litigation at MERC and Circuit Court, 1968-78. National Labor Relations Board Attorney, 1971-72. Part-time arbitrator since 1971/full time since 1978.

Education:

Michigan State University, B.A.; University of Detroit, JD; Master of Law in Labor Law, Wayne State University Graduate Law School

Advocacy:

None.

Professional Organizations:

American Arbitration Association; National Academy of Arbitrators, IRRA (Advisory Board) and SPIDR

Charges:

PER DIEM: \$800

CANCEL: at per diem rate if canceled within fourteen (14) days of the scheduled hearing.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Grossman, Hiram S.

Business: Daniel & Grossman, PC
336 W First St
Flint, MI 48502
810-235-2581
FAX: 810-233-3888

Experience:

Attorney in private practice, Arbitrator grievance and interest arbitration; fact finder. Private practice since 1973 represents labor and management in the field of employment relations. Previously: counsel Amalgamated Clothing and Textile Workers of America 1969-1973; Attorney NLRB 1967-1969.

Education:

B.A., Wayne State University. 1963; J.D., University of Michigan Law School, 1966.

Advocacy:

Represents employers, unions & individuals in private & public sector in employment relations. Kith Haven Nursing Home, McLaren Hospital, Flint Municipal Credit Union, Flint Township, Hurley Med Techs, etc. Approximately 80% of time engaged in advocacy work.

Professional Organizations:

Labor Law Sections Michigan Bar and American Bar; IRRA District Chapter SPIDR; U.S. Supreme Court Bar.

Charges:

PER DIEM: \$750.00

CANCEL: Cancellation Charges: a. Confirmed dates up to 30 days before the hearing 1/2 per diem; b. Confirmed dates within 30 days of hearing full per diem. Minimum fee upon cancellation, once file is opened - \$100.00

OTHER: All travel, telephone, Xerox, etc. at cost

** All fees and charges are equally divided and payable unless parties agree otherwise.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Grotty, Keith
Professor

Business: Michigan State University

3496 Josephine Lane
Mason, MI 48854
517-290-8284

Experience:

Faculty member, Michigan State University since 1968; formerly Assistant Vice President for Human Resources, Michigan State University from January, 1972 - January, 2002; acting director of School of Labor and Industrial Relations, 1971-72; Personnel and Labor Relations Director, Southfield Public Schools, 1966-68; Teacher negotiator, Royal Oak Education Association, 1964-66. Serves as fact finder and arbitrator in the public and private sectors since 1969. Arbitration experience in education (K-University), municipal, county, state government, chemical, retailing, hospital, nursing homes, public welfare, paper, automotive, broadcasting and building trades.

Education:

BS, Science Education, 1962, University of Michigan; MA, Counseling, 1964, University of Michigan; PhD., Education Administration, 1970, University of Michigan

Advocacy:

None presently. Formerly responsible for Human Resources program at Michigan State University; 1972- January, 2002. This included supervision of staff that did the bargaining and advocacy for the University.

Charges:

PER DIEM: \$900.00

CANCEL: Per diem fee if cancellation occurs anytime after scheduling. Per diem fee for postponements occurring within 48 hours of scheduled hearing.

OTHER: Reimbursement for expenses.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Guenther, J. Michael
Attorney at Law

Business: P.O. Box 6011
Ann Arbor, MI 48106
734-973-3002
FAX: 734-973-3004

Experience:

Summer Intern, Office of General Counsel, NLRB, Washington, DC 1959; Staff Attorney, Office of General Counsel, Ford Motor Co., Dearborn, Michigan 1961-67; Private Law Practice, Grand Rapids & Ann Arbor, Michigan, 1967-2005

Representative of private and public sector employers in labor relations and civil rights matters for the past 40 years.

Education:

University of Notre Dame, BA, English, 1957; University of Notre Dame, JD, 1961

Advocacy:

Primarily employers; have also represented unions in such matters as apprenticeship, equal employment issues and internal union grievances.

Professional Organizations:

Michigan Bar Association

Charges:

PER DIEM: \$200.00

CANCEL: \$300.00

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Hetrick, Jerry L.
Arbitrator/Fact Finder/Mediator

Business: 110 EMS B43 Lane
Leesburg, IN 46538
574-834-7974
FAX: 574-834-7974

Experience:

Arbitrator/Fact Finder/Mediator: June 2000 to Present
Director, Human Resource, Dalton Corporation/Kendallville Mfg. (1996-2000); Director, Human Resources, Dalton Foundries (1992-96); Labor Relations Consultant (1991-92); Division Director, Human Resources-Brunswick Corporation (1988-91); Director, Corporate Labor Relations, Brunswick Corporation (1986-88); Manager, Corporate Labor Relations; Manager, Brunswick Corporation (1973-86); Plant Labor Relations Manager, Brunswick Corporation (1965-73).

Education:

MA - Labor Relations, University of Illinois, 1966
BS - Personnel Management, Indiana University, 1964
FMCS Institute - Arbitration

Advocacy:

Employer advocate in one hundred three labor arbitration proceedings. Employer advocate in seventy plus labor contract negotiations. Administrator, National Construction Agreement.

Professional Organizations:

FMCS, AAA (2006) Wisconsin Employment Relations Commission; Ohio State Employment Relations Board, Indiana Education Employment Relations Board, Illinois Educational Labor Relations Board, Oregon Employment Relations Board, Bituminous Coal Operators/United Mine Workers-District 12 (2004-05); Michigan Employment Relations Commission (2005); IRRA

Charges:

PER DIEM: \$675.00
No charge for travel day. Travel expenses from White Pigeon, Michigan.

CANCELLATIONS: None.

OTHER: FMCS Decisions: Discharge (5), Vacation Pay, Work Jurisdiction, Panel Recall Rights, Overtime. Subcontracting. (2) Subcontracting, Notification Requirement, Seniority, Discipline, Fact Finding Decisions: Ohio (9); Interest Arbitration Award-Oregon Employment Relations Board

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Hill-Kennedy, Scott
Vice President

Business: Ferris State University
120 E. Cedar St.
Big Rapids, MI 49307
231-591-3894

Experience:

Current: Vice President for Governmental Relations and General Counsel, Ferris State University; Former: Staff and Union Relations Manager, Grand Valley State University Adjunct Professor, Labor and Employment Law, Grand Valley State University; Assistant General Counsel, Ferris State University. Attorney, Varnum, Riddering, Schmidt & Howlett, Grand Rapids, MI; Law Clerk to the Honorable Harlington Wood, Jr., United States Court of Appeals for the Seventh Circuit Court of Appeals; Law Clerk to the Honorable Richard M. Bilby, Chief Judge, United States District Court for the District of Arizona; Teacher for the Emotionally Impaired, Maxwell Middle School, Tucson, Arizona.

Direct and conduct University governmental relations, legal, labor relations, and affirmative action functions, including collective bargaining, contract administration, grievance arbitration, ULP charges, union elections, discrimination complaints, and training.

Education:

Adrian College; Michigan State University, BA, 1976-82; University of Arizona, College of Law, JD, 1983-86.

Advocacy:

Direct and conduct University governmental relations, legal, labor relations, and affirmative action functions, including collective bargaining, contract administration, grievance arbitration, ULP charges, union elections, discrimination complaints, and training.

Professional Organizations:

American Bar Association (including Labor Section); State Bar of Michigan (including Labor Section); State Bar of Arizona; Grand Rapids Bar Association (including Labor Section); Mecosta-Osceola Bar Assoc; IRRA, MPELRA, National Association of College & University Attorneys; College & University Personnel Association; Director and Vice President, Mecosta County Economic Development Corporation; Director, Legal Aid of Western Michigan; Member, City of Big Rapids Plan Board; Completed Community Mediation Training

Charges:

PER DIEM: \$525.00

CANCEL: Two weeks prior \$150; less than two weeks \$250; day of hearing \$525, plus expenses.

OTHER: \$.31 per mile, plus actual expenses.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Hotchkiss, Lane

Business: Lane Hotchkiss Trng & Consltg, PLLC
4332 Pine Ridge Ct.
Ann Arbor, MI 48105
810-397-7209

Experience:

Business: Fact finder, arbitrator, mediator, independent labor relations consultant, negotiations trainer, and school employee instructional trainer.

Negotiated and administered school employee contracts for over 30 years in school districts of many sizes from small rural districts to big urban districts. Career work in labor relations included: (1) Chief negotiator for teachers, paraprofessionals, secretaries, custodians, security staff, bus drivers, cooks and other school employees. (2) Presenting grievances at all levels, including over 100 arbitrations. (3) Extensive mediation and fact finding experience. (4) Presenting in dismissal, civil rights and unemployment compensation hearings. (5) Extensive knowledge working with public school budgets and financial projections. (6) Thorough understanding of health insurance options, costs, and employer budgets.

Education:

Bachelor's degree in education from Ball State University; Master's degree in sociology of urban schools from Wayne State University; and advanced graduate work in labor relations and school finance at the University of Michigan. At U of M, internship with arbitrators George Roumell, Jr., David Keefe, Harry Casselman, and David Ryder; extensive training in collective bargaining and arbitration presentation through the MEA and independent groups such as IRRA and AAA.

Advocacy:

As an advocate in public school negotiations was recognized for fundamental sense of fairness and judicial type temperament. Frequently demonstrated the ability to look at both sides of the issues and broker settlements that worked well for both parties.

Taught high school government, economics and sociology in Livonia prior to working for MEA for over 30 years as a field staff Uniserv Director.

Retired from MEA in 2006 and does occasional paid training work for MEA on negotiations (including traditional and Collaborative/Interest Based/Win-Win Bargaining) and on improving instruction.

Professional Organizations:

Before retiring a member of the Industrial Relations Research Association and Phi Delta Kappan. (PDK--a professional association for educators.)

Charges:

Pier Diem: \$800 for each day of hearing and for each day of research/writing decision.

Cancellations: \$800 if less than two weeks advance written notice.

Other: \$800 per day of travel if travel is required on day(s) other than hearing day.

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

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Imes, Sharon K.
Arbitrator

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

locations when hearings are scheduled back to back in different locations.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Jason, Peter D.

Professor

Business: Cooley Law School
P.O. Box 13038
Lansing, MI 48901
517-371-5140

Experience:

Professor at Cooley Law School since 1974, teaching contract law and labor law. Arbitrator since 1976; arbitrated approximately two hundred fifty cases in both public and private sectors, including both grievance and interest matters. Decided eighty cases as a hearing officer for the State of Michigan Civil Service Commission; formerly Director of Labor Relations, City of Detroit.

Education:

University of Notre Dame, BBA; University of Detroit, JD.

Advocacy:

None.

Professional Organizations:

Member, State Bar of Michigan; American Arbitration Association; Federal Mediation and Conciliation Service; National Academy of Arbitrators.

Charges:

PER DIEM: \$800 per diem effective January 1, 2002.
\$900 effective March 15, 2004.

CANCEL: \$50 fee split by parties if the case is cancelled after docketing.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Kahn, Ruth E.
Attorney/Arbitrator

Business: 19954 Renfrew Road
Detroit, MI 482211369
313-862-2019
FAX: 313-862-2019

Experience:

Arbitrator, extensive work in private and public sectors. On panels of AAA, FMCS, NMB. Formerly employed as economist, pension and insurance technician. Special Arbitrator, Board of Arbitration for United States Steel Corporation and United Steelworkers of America. Special Arbitration Program, Chrysler Corporation & UAW. On panels for various counties and public institutions in Michigan, U.S. Postal Service and American Postal Workers Union.

Education:

Graduate, Radcliffe and Harvard Universities; Wayne State University Law School, JD

Advocacy:

None.

Professional Organizations:

Member, National Academy of Arbitrators

Charges:

PER DIEM: \$ 900.00

FEE: A day for purposes of fee is calculated at six hours, for time spent administering the proceedings, for the hearing, for study of the record, and for preparation of the opinion. A pro-rated fee is charged when the hearing extends beyond six hours. Travel time to the hearing location is charged, other than for hearings conducted in the Detroit Metro area.

CANCEL: Minimum \$200 scheduling fee; 16-30 days prior, 1/2 fee for each confirmed date; less than 15 days, a fee for each confirmed scheduled day is charged.. No charge if postponed beyond parties' control.

OTHER: Expenses incurred for transportation, accommodations and meals on out-of-town trips are based upon actual out-of-pocket expenditures. Costs of photocopying beyond two copies per party, mailings, and long distance phone calls are charged on an actual cost basis.

All fees and expenses will be charged jointly to the parties unless I am advised jointly that one of the parties has consented to pay the entire bill or that the contract requires a different allocation.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Kelman, Maurice
Attorney/Arbitrator

Business: 1177-D Kirts Blvd
Troy, MI 48084
248-362-0735

Experience:

Attorney and Arbitrator. Retired Professor of Law, Wayne State University, 1970-1996. Former clerk Judge Wade H. McCree, Jr.; Associate Professor, Wayne State University Law School, 1963-66; Professor, Ohio State University College of Law, 1966-69; Special Counsel to the Mayor, 1968-69. Fact Finder, Michigan Employment Relations Commission since 1970; AAA Labor panelist since 1966; FMCS labor panelist since 1974.

Education:

Wayne State University, BA, 1956; Wayne State University Law School, JD, 1959; Harvard Law School, LLM, 1963.

Advocacy:

None.

Professional Organizations:

American Bar Association; Phi Beta Kappa

Charges:

PER DIEM: \$1000.00.

CANCEL: A charge of \$300 is billed for cancelled hearing dates when the case is settled or withdrawn without a hearing. A full day \$1000 fee is billed for actual appearance for a scheduled hearing which is then cancelled or adjourned.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Kerner, Benjamin A.
Attorney/Arbitrator

Business: 4300 Penobscot Bldg
Detroit, MI 48226
313-965-1920
FAX: 313-965-1921

Experience:

Arbitrator and private practice attorney since 1985.
Adjunct Professor of Labor Relations, MAIR Program, Wayne State University, 1982-current.

Considerable experience handling unfair labor practice cases, civil rights matters, ADA cases, and FMLA cases.

Michigan Employment Relations Commission 1982-84 and 1978-80.
Gregory, Van Lopik, Moore and Heinen, 1980-81.
Public Health Administrator, 1973-78.

In over 15 years of arbitration experience have handled cases in auto-related industries, food processing, health care, hospitals, higher education, public education, municipal departments, state government, and others.

Education:

Brandeis University B.A., 1970
University of Michigan, Masters of Public Health, 1972
Wayne State University, JD, 1978.

Advocacy:

None.

Professional Organizations:

American Arbitration Association, since 1983.
Federal Mediation and Conciliation Services, panel of arbitrators since 1985.
Industrial Relations Research Association.
State Bar of Michigan since 1978.
Michigan Employment Relations Commission Panel of Act 312, Fact Finders and Grievance Arbitrators since 1988.

Charges:

PER DIEM: \$800.00

CANCEL: A fee of \$800 is charged if the parties provide less than 14 days' notice of their desire to cancel or adjourn any scheduled hearing.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Klotz, Gary
Attorney at Law

Business: Butzel Long, PC
150 W. Jefferson, Suite 100
Detroit, MI 48226-4450
313-225-7034

Experience:

Labor and employment lawyer since 1977
Butzel Long , 1998-present
Keywell and Rosenfeld, 1977-1998

Education:

University of Michigan Law School, JD, cum laude, 1977
Oakland University, BA, summa cum laude, 1973

Advocacy:

Labor and employment lawyer representing employers (private sector) since 1977.

Professional Organizations:

American Bar Association, Labor and Employment Law Section; State Bar of Michigan, Labor and Employment Law Section

Charges:

Per Diem: \$750.00

Cancellation: one-half (\$325.00) per diem if a scheduled hearing is cancelled more than 14 days before the hearing date or is postponed at any time. One full per diem if a scheduled hearing is postponed within 14 days before the hearing date.

Other: Mileage and expenses

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Kreger, Conrad W.
Arbitrator/Fact Finder

Business: 3301 Biddle #10A
Wyandotte, MI 48192
734-284-1734

Experience:

Arbitrator/Fact Finder since 1998.

National Labor Relations Board (Los Angeles), Field Attorney; Labor Relations Advocate; Chief Collective Bargainer, ie, health care, auto sales and service, pharmaceuticals, beverage bottling, cities, manufacturing; Michigan District Court Judge/Arbitrator.

Education:

University of Michigan, BA, Economics, 1959
University of Michigan Law School, JD, 1962

Advocacy:

Employer Advocate - One (1) municipal (non emergency personnel) collective bargaining client; occasional select private sector collective bargaining.

Professional Organizations:

Michigan Bar Association; Metropolitan Detroit Bar Association.

Charges:

PER DIEM: \$600.00

CANCEL: \$150.00

OTHER: Incidental expenses

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Lax, Jerold D. E.
Attorney and Professor

Business: Bodman, Longley & Dahling LLP
201 S. Division, Ste. 400
Ann Arbor, MI 48104
313-930-2491

Experience:

Law Clerk to Judge Wade H. McCree, U.S. Court of Appeals (1966-68) Associate Attorney, Rothe, Marston, Mazey, Sachs & O'Connell (1968-69); City Attorney, City of Ann Arbor (1969-73); Associate Professor, Wayne State University Law School (1973-74), subjects Labor, Evidence, Municipal Government; Task Force Director, New Detroit, Inc. (1974); Partner, Harris, Lax & Guenzel and predecessor firms (1974-87); Partner, Schlusssel, Lifton, Simon, Rands, Galvin & Jackier (1987-1990); of Counsel, Bodman, Longley & Dahling LLP (1990) Partner, 1991-Present; Associate Professor Urban Planning University of Michigan, 1974-present; Chairman, Michigan Civil Service Commission Employment Relations Board (1990-99); Member, Labor Arbitration Panel, American Arbitration Association.

Education:

BA, University of Michigan, 1963; JD, Harvard Law School, 1966.

Advocacy:

Devotes approximately one-quarter of practice to employment matters, including representation of both employers and employees in the negotiation of employment agreements and in litigation and administrative proceedings.

Professional Organizations:

American Bar Association; State Bar of Michigan; Washtenaw County Bar Association; Past Chairman, Public Corp. Law Section, State Bar of Michigan; Member, American Arbitration Association; Member, American Planning Association.

Charges:

PER DIEM: \$750.00 plus travel and lodging

CANCEL: \$100.00 if canceled within 7 days of hearing.

OTHER: None

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Long, Michael P.
Associate Professor, Attorney

Business:

565 Maryknoll
Rochester, MI 48309-4494
248-370-3124
FAX: 248-375-9918

Experience:

Associate Professor, Human Resources Development, Oakland University, since 1988; Attorney since 1973; Director of the Ken Morris Center for the Study of Labor & Work, Oakland University; Arbitrator since 1986; considerable experience in labor relations and dispute resolution. Formerly: Assistant Professor College of Business and Administration, University of Detroit, 1985-87; Administrative Manager, Dunnage Engineering, 1987; Legal Counsel to AFSCME, 1973-83; Probation Officer Detroit Recorder's Court, 1969 -1973.

Education:

JD, Detroit College of Law, 1973; AB University of Detroit, 1968.

Advocacy:

None.

Professional Organizations:

National Academy of Arbitrators; American Arbitration Association Labor, Employment, Commercial, & Securities panels; FMCS Labor panel; NY Stock Exchange Securities Panel; Special Arbitrator Chrysler/UAW; Past President, Detroit IRRA; Past President, Mid Michigan IRRA

Charges:

PER DIEM: \$750.00

CANCEL: 1/2 per diem if canceled within 15 days of scheduled hearings; 1/4 per diem if canceled after hearing is scheduled

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Long, William E.
Attorney at Law

Business:

1000 Arlington Dr.
Lansing, MI 48917
517-321-4163
FAX: 517-485-6680

Experience:

Practicing attorney since 1977. First appointed to Act 312 arbitrator, fact finder, grievance arbitrator MERC panels in 1983. Former Member of Michigan Civil Rights Commission outside hearing officer panel; Michigan Civil Service Commission hearing officer panel; Health Lawyers Association Alternative Dispute Resolution Service; Member of State Bar Labor & Administrative Law Sections; Ingham County Bar Association; former director, Michigan Department of Labor; former chairman, Michigan Public Service Commission; former member, Michigan Civil Service Commission.

Education:

Thomas M. Cooley Law School, Lansing, 1977; Wayne State University, Masters in Social Work, 1971; Eastern Michigan University, BA 1967.

Advocacy:

Do not advocate for either employer or employee.

Professional Organizations:

Michigan and Ingham County Bar Association.

Charges:

PER DIEM: \$450.00 per day, \$225.00 per half-day.

CANCEL: \$50.00 cancellation fee if provided more than 48 hours notice, otherwise full-day charge.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Lyons, John A.

Business: 667 E. Big Beaver, Suite 207
Troy, MI 48083
248-524-0890
FAX: 248-524-9327

Experience:

Supervisor and arbitration representative, Labor Relations Staff, Ford Motor Company. Trial Lawyer, Oakland County Prosecutor. Attorney for Police Officers Labor Council. Collective bargaining negotiations, administration, pension, fringe benefits, discipline, employment discrimination; state and federal court experience; panel member and advocate in compulsory interest arbitration; over 30 years experience as neutral in private and public sector disputes involving many different industries including automotive, trucking, warehouse, drug, manufacturing, tool, beverage, newspaper, paper, steel service industries, hospital, teachers, fire fighters, and other state, county and municipal employee issues.

Education:

University of Detroit, PhB, 1962; JD, 1966.

Advocacy:

Public Sector: Attorney for Police Officers Labor Council

Private Sector: No advocacy at present.

Professional Organizations:

Michigan State Bar; Oakland County Bar Association; AAA National Labor Panel; SPIDR; IRRA; MERC; State Judicial Council Panel; State Employer/Union Panel;

University Panels: University of Michigan; Michigan State University; Central Michigan; Wayne County Panel

Charges:

PER DIEM: \$850.00

CANCEL: Per diem within 1 week; No Adjournment fee if rescheduled, and notice given 72 hours previous to request.

OTHER: Out of pocket expenses.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Mackraz, James A.
Labor Arbitrator

Business: 227 Cypress Trail Dr., SE
Grand Rapids, MI 49546
616-285-5426

Experience:

Arbitrator since 1987. Listed on Federal Mediation and Conciliation roster. Federal mediator with Federal Mediation and Conciliation Service in Grand Rapids, 1953-87.

Education:

University of Wisconsin, BA, Economics, 1949; MA, Economics, 1950, Chase Law College, Cincinnati 1956-58.

Advocacy:

None.

Charges:

PER DIEM: \$750

CANCEL: Within 10 days = 1 per diem; from 11 to 30 days = 1/2 per diem; more than 30 days = 1/4 per diem.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Mazurak, Stephen A.

Professor

Business: 651 E. Jefferson Ave.
Detroit, MI 48226
313-596-0233

Experience:

Professor of Law since 1980; acting dean 1982-83 and 1995-96; dean 1996-2002; attorney in San Francisco 1970-76; attorney in Los Angeles 1976-80; judge pro tem Santa Monica Small Claims Court 1976-80; labor arbitrator since 1977 with experience in both public and private sector.

Education:

BA from University of Nebraska in 1967 (graduated with distinction, Phi Beta Kappa); JD from University of Nebraska in 1970 (Valedictorian, Order of Coif).

Advocacy:

Represented management in labor relations, equal employment, unemployment compensation and workers' compensation from 1972 to 1980. I have not represented clients since I became a law professor in 1980.

Professional Organizations:

Member of the Michigan Bar Association (active) (Council Member of Labor and Employment Section, 1996-2000); California Bar Association (inactive); Nebraska Bar Association (inactive); American Bar Association and its Section on Labor and Employment Law (Secretary 1990-91 and Secretary-elect 2006-07; Member of Board of Directors, Michigan Institute of Continuing Legal Education (1996-2002).

Charges:

PER DIEM: \$800.00

CANCEL: One day per diem if cancelled within seven calendar days of scheduled hearing.

OTHER: Reasonable mileage and expenses incurred outside of Detroit Metropolitan area.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

McDonald, Patrick A.
Arbitrator/Attorney

Business: Monaghan, LoPrete, McDonald et al
40700 Woodward Ave, Ste A
Bloomfield Hills, MI 48304
248-642-5770

Experience:

Permanent arbitration experience which includes Chrysler - UAW, State of Michigan - AFSCME, Detroit Free Press - IUOE and US Postal Service - Postal Unions. Attorney; Shareholder, Monaghan LoPrete, McDonald Yakima & Grenke. Firm represents management and labor; Adjunct Professor Labor Law, University of Detroit Mercy School of Law, since 1965. Staff Judge Advocate, US Air Force, France, 1963-65; Field Examiner, NLRB, 1961. Author of numerous articles.

Education:

University of Detroit, PhB, 1958; Graduate, U of D, JD, 1961, Law School; Georgetown Univ., LLM, 1962, Law Center

Advocacy:

University of Detroit Mercy; Catholic Central High School; Mount Elliott Cemetery Association

Professional Organizations:

Labor Panel American Arbitration Association; Federal Mediation & Conciliation Service; Federal Bar Association; Michigan, Colorado & District of Columbia Bar Association; National Academy Conciliators

Charges:

PER DIEM: \$850.00

CANCEL: Cancellation schedule available.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Mittenthal, Richard
Arbitrator

Business: 43050 Twelve Oaks Crnt #6055
Novi, MI 48377
248-349-1377

Experience:

Have served as permanent arbitrator; LTV Steel/Steelworkers; Anheuser-Busch/Teamsters; Dana Corp/UAW; Copperweld Steel/Steelworkers; Doehler-Jarvis, Inc/UAW; Bendix Corp/UAW (midwest); Great Lakes Fleet-Marine Eng. Beneficial Association; Detroit Edison/UWU (discipline only); Detroit Area Linen & industrial Garment Suppliers/Teamsters. National Panel of Arbitrators, US Postal Service/several postal unions; General Electric/IUE; Greyhound Lines/ATU; Swift & Co/UFCWU; Arizona Public Service/IBOW. Numerous other such positions; Member Foreign Service Grievance Board; Staff Attorney; NLRB, 1952-54.

Education:

Cornell University, A.B.; New York University Law School, LL.B.

Advocacy:

None.

Professional Organizations:

National Academy of Arbitrators.

Charges:

PER DIEM: \$800.00

CANCEL: Postponements and cancellations, less than four weeks notice, charge for full day.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Opperwall, Kathleen R.
Attorney and Arbitrator

Business: P. O. Box 1308
Okemos, MI 48805-1308
517-347-7814
FAX: 517-347-7829

Experience:

Labor arbitrator since 1980. MERC fact-finder and Act 312 arbitrator since 1981. Self-employed as an arbitrator and attorney since 2004. From 1978 to 2004, an attorney with East Lansing Law Firm MacLean, Seaman, Laing & Opperwall (and predecessor firms) in a general civil practice, with emphasis on employee benefits. Served as a contractual hearing officer for the Michigan Department of Public Health from 1984 to 1988. Present work as an attorney is limited to non-employment areas, primarily estate planning.

Education:

J.D. University of Michigan, 1977; B.A. University of Chicago, 1972; M.P.H. University of Michigan, 1989.

Advocacy:

None.

Professional Organizations:

Member, Labor Law Section, State Bar of Michigan; Member, Labor and Employment Relations Association (past president, Mid-Michigan chapter)

Charges:

PER DIEM: \$1,000.00

CANCEL: Per diem due for cancellations and adjournments of less than 30 days notice; docketing fee of \$200 charged for cases that settle without a cancellation fee or other fee.

OTHER: Participant, Arbitrator Training Program AAA/YLS/FMCS

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Ott, C. Barry
Arbitrator

Business: 1924 Newton Ave, SE
Grand Rapids, MI 49506
616-245-7770

Experience:

Over thirty years of experience as chief negotiator and administrator of collective bargaining agreements in the public sector. I have participated in fact finding, interest and grievance arbitration procedures, both as an advocate and Act 312 panel member.

1993-2003: Commissioner, Michigan Employment Relations Commission

Education:

University of Wisconsin, Oshkosh, Wisconsin

While serving with the Michigan Employment Relations Commission, I took numerous seminars developed by MERC for Arbitrators and Fact Finders.

Advocacy:

None

Professional Organizations:

A founding member of the Wisconsin Public Employer Labor Relations Assoc., the National Public Employer Relations Assoc., and served on the board of directors of the Michigan Public Employer Labor Relations Assoc.

Charges:

Per Diem: \$650

Cancellation: One half day per diem charge if cancellation is less than 24 hrs prior to hearing date.

Transportation cost at .25 per mile; reasonable lodging and meal costs as required.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Patterson, Peter A.
Attorney at Law

Business: 45 Seasons Way, SE
Ada, MI 49301
616-682-1370
FAX: 616-682-1370

Experience:

Law practice limited to employment relations including grievance arbitration, negotiations, Michigan Employment Relations Commission and National Labor Relations Board matters; circuit court litigation as to wrongful discharge & discrimination.

Education:

University of Michigan, B.Sc. Chemical Engineering (1960); B.Sc. Metallurgical Engineering (1960); University of Michigan Law School LLB (1965)

Advocacy:

Have presented several hundred cases on behalf of management over the last 25 years for Grand Rapids Public Schools, Lansing Public Schools, Kaydon Corporation, La-Z-Boy, SPX Corporation and other employers. Collective bargaining chief spokesperson; counselled clients.

Professional Organizations:

American Bar Association; Michigan Bar Association; Grand Rapids Bar Association; Michigan Negotiators Association; and Michigan Council of School Attorneys.

Charges:

PER DIEM: \$600 per day - mileage \$.35 per mile

CANCEL: \$600 if canceled within one week of hearing; \$300 if canceled between 30 days and one week of hearing.

OTHER: Actual expenses for meals and lodging.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Patton, Anne T.

Arbitrator

Business: PO Box 1633
Birmingham, MI 480121633
248-646-5011

Experience:

Arbitrator on a full-time basis since 1983. Adjunct Professor of Law at Wayne State University Law School. Adjunct Professor of Law 1984-1991, at University of Detroit Law School. Field Attorney at National Labor Relations Board, 1976-1982. Gubernatorial Appointments: Michigan Employment Relations Commission, 1986-1991; Governor's Labor-Management Advisory Council, 1989-1991; State Tenure Commission, 1984-1988. Michigan Civil Rights Hearing Referee, 1983.

Education:

University of Michigan, 1964-69; BA: Political Science & English University of Detroit School of Law, JD, Magnum Cum Laude.

Advocacy:

None.

Professional Organizations:

National Academy of Arbitrators; Industrial Relations Research Association; American Arbitration Association; State Bar of Michigan; Michigan Women's Campaign Fund

Charges:

PER DIEM: \$900.00

CANCEL: Within one month of hearing \$900; after confirmed, up to one month before \$450

OTHER: Transportation, hotel, meals, copying, as incurred.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Pearson, Donald W.
Arbitrator

Business: 713 Oxford Rd.
Ypsilanti, MI 48197
734-485-8185

Experience:

Professor of Economics
Eastern Michigan University

Arbitrator since 2001. Federal Mediation and Conciliation Service roster; since 1970, taught classes at university in collective bargaining and public sector unionism; many workshops on topics of contract negotiation and implementation.

Education:

Ph.D. in Economics from University of Texas at Austin.

Advocacy:

Twenty-five years as advocate for faculty union at Eastern Michigan University. Served as contract negotiator for original contract and for five renewal agreements. Also, served on internal Grievance Review Board.

Professional Organizations:

Labor and Employment Relations Association (Detroit Chapter President 2004-05)

Association for Conflict Resolution

Charges:

PER DIEM: \$650.00

CANCEL: \$650.00, if within 2 weeks of hearing date.

OTHER: One reschedule of hearing date within 2 weeks of hearing with no charge. Additional reschedules \$100 each.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Plawecki, Edward J.
Vice President/General Counsel

Business: Comau, Inc.
21000 Telegraph Rd.
Southfield, MI 48033
248-368-2133
FAX: 248-368-2520

Experience:

Vice-President, General Counsel/Director of Government Relations for Comau, Inc., former Judge, State of Michigan; former Wayne County Commissioner; Adjunct Professor - University of Michigan; former Board Member - SEMTA; former Prosecutor/City Attorney; Arbitrator labor/commercial for American Arbitration Association and Michigan Employment Relations Commission in both public and private sectors on various issues including contract interpretations, discharge, discipline, and discrimination, etc; Mediator for the Wayne County/Oakland County Circuit Court Mediation Tribunals; and Ad hoc Arbitrator Wayne County/Wayne County Sheriff Locals 502 and 3317.

Education:

Detroit College of Law (JD - 1979); Central Michigan University (BS - 1975)

Advocacy:

Vice President, General Counsel/Director of Government Relations for Comau, Inc.

Professional Organizations:

American Bar Association; State Bar of Michigan; American Arbitration Association; Michigan District Judges Association; American Trial Lawyers Association; Michigan Trial Lawyers Association; American Corporate Co. Association

Charges:

PER DIEM: \$1,000.00

CANCEL: Per Diem Cancellation & Adjournment Fee if less than 7 days notice \$1,000.00

OTHER: Mileage \$.44 per mile.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Poindexter, David L.
Attorney/Arbitrator/Mediator

Business: Hults and Helder, PLLC
150 South Stewart Ave
Big Rapids, MI 49307
231-796-3525
FAX: 231-796-2290

Experience:

Attorney at law firm of Hults and Helder primarily in the area of litigation. Engaged in general law practice since 1980. Experience includes fact finding, grievance arbitration, grievance mediation, and interest arbitration. Issues involve wages, pension, cost-of-living, discharge, discipline, personal leave, grievance and arbitration procedure. Visiting instructor at Michigan Technological University teaching labor relations, industrial disputes, collective bargaining, business law and labor law, 1986 to present. Adjunct Assistant Professor at Northern Michigan University, taught collective bargaining 1985-1986. Arbitrator for Michigan Employment Relations Commission since 1984, Federal Mediation and Conciliation Service since 1985, and National Mediation Board since 1985. Hearing referee for Michigan Civil Rights Commission since 1987. United Steelworkers (Duluth) Expedited; Office of State Employer, Michigan and AFSCME Council 25; APOCOA, Inc. and IBT Local 283; Central Michigan and Faculty Association; Tyler Refrigeration and AIW Local 816; I/NTEK, I/N KNOTE and United Steelworkers; Mediator, AT&T Grievance Panel; Mediator, Mediation Research and Education Project, Northwestern University Law School

Education:

Purdue University, BS, 1974; Michigan State University, MS Labor and Industrial Relations, 1976; Detroit College of Law, JD Cum Laude, 1980.

Advocacy:

None.

Professional Organizations:

Michigan Bar Association, Labor Law Section. Qualified to act as mediator in the states of Maine and Michigan.

Taught both graduate and undergraduate programs at Northern Michigan University as Adjunct Assistant Professor, and at Michigan Technological University as Visiting Instructor. Taught courses in areas of collective bargaining, industrial relations, labor law, industrial disputes, business law and personnel.

Charges:

PER DIEM: \$1,000.00

CANCEL: Reserves right to charge \$500.00 as a cancellation fee if less than seven days notice is given.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Price, Russell E.

Attorney at Law

Business: 8 E Main St
Fremont, MI 49412
616-924-0780

Experience:

Engaged in labor law and municipal law; knowledge of Public Employment Labor Law for counties, cities, hospitals, medical care facilities, road commissions, police departments., fire departments.; partner in Landman, Latimer, Clink & Robb, 1970-1988; owns the law practice of Russell E. Price, P.C. 1988 to date; Formerly: labor relations representative General Motors Corporation, Chevrolet Detroit Gear & Axle Division, 1959-61; NLRB Field Attorney 1961-63; Corporate Labor Relations Manager, Gerber Products Company, 1963-68; Served as fact finder for Michigan Employment Relations Commission, Public Schools cases, 1986 and 1988 and 1995; and Grievance Arbitrator for Michigan Employment Relations Commission in municipalities, 1988 and 1994.

Education:

Graduated, University of Michigan, Bachelor of Bus. Adm., 1953. Graduated, Wayne State University Law School, Juris Doctor, 1958.

Advocacy:

Labor Relations Attorney for Newaygo Co Road Commission and City of Fremont. Less than 2% on an annual basis, of annual chargeable time. (Negotiate labor contracts once, each 3 year period.)

Professional Organizations:

State Bar of Michigan; 27th Judicial Circuit Bar Association; Rotary Club of Fremont; Fremont Chamber of Commerce.

Charges:

PER DIEM: \$475.00, plus travel and lodging.

CANCEL: None if notified 48 hours in advance.

OTHER: None.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Quinn, James J.
Arbitrator/Fact Finder

Business: 2018 Blackmer
Jonesville, MI 49250
517-849-9800
FAX: 517-849-9805

Experience:

General Experience: Police Officer-Michigan State University, 1966-1979; Management Consultant-Charles Minner & Associates, 1979-1982; Representative, State Lodge of Michigan Fraternal Order of Police Labor Council, 1982-1990; Police Officers Labor Council, 1990-2005; Arbitrator/Fact Finder, 1993-Present

Arbitration Experience:

Issues: Absenteeism, Demotions, Discipline, Discharge, Management Rights, School Calendars, Hospitalization Insurance, Classifications, Classroom Assignments, Work Schedules, Promotions, Reassignments, Sick Leave, Subcontracting

Industries: Police, Fire, Hospitals, Educational

Education:

School of Police Administration, Michigan State University, 1973, BS.

Advocacy:

Police Officers Labor Council. Advocacy ended in 2005.

Professional Organizations:

IRRA; LMRC; MERC panel of arbitrators and fact finders; FMCS; AAA

Charges:

PER DIEM: \$750 per day plus expenses.

CANCEL: Cancellation fee if cancelled less than 14 days prior to hearing.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Rayle, Brad A.

Arbitrator

Business: Howard & Howard, PC
39400 Woodward Ave., Suite 101
Bloomfield Hills, MI 48304
248-723-0307

Experience:

Attorney, Arbitrator/Mediator - Howard & Howard Attorneys, PC, Bloomfield Hills, Michigan

Private practice of law; facilitated mediator certified by the State of Michigan; past advocate in hundreds of arbitrations, including grievance arbitrations, Act 312 police and firefighter interest arbitrations, fact findings, etc.

Education:

Bachelor of Arts in Economics, Michigan State University, 1975
J.D., Wayne State University School of Law, 1978

Advocacy:

Present, Progress Pattern Company; previous advocate for various private and public sector clients.

Professional Organizations:

American Bar Association, Section of Labor and Employment Law, Section of Alternate Dispute Resolution

Oakland County Bar Association

State Bar of Michigan, Section of Labor, Litigation

Charges:

PER DIEM: \$750.00

CANCEL: Per Diem cancellation/postponement fee within two weeks of hearing; \$200.00 if postponed or canceled after notice of hearing.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Root, Lawrence C.

Attorney

Business: P.O. Box 808
Big Rapids, MI 49307
231-796-1232
FAX: 231-796-0989

Experience:

1/1/77-2/11/05 Chief Judge of the 49th Judicial Circuit, Attorney specializing in ADR and litigation consulting. Taught Business Law at Ferris State University [one-year temporary full-time]. During law school, clerked for law firm Plunkett, Cooney, Rutt, Waters, Stanczyk & Peterson in its Detroit office.

Education:

Juris Doctor, University of Detroit, 1975. BS in Business Administration, Ferris State College [now University], 1971

Professional Organizations:

ABA, Sections of Dispute Resolution & Litigation; Mich State Bar Assoc, Sections of Alternative Dispute Resolution [Co-Chair of Judicial Access Team]; American Arbitration Forum, Commercial Arbitrator; Nat'l Arbitration Forum, Panel of Arbitrators and Mediators; MERC Grievance Arbitrator and Fact Finder; U S Dist. Court for the Western Dist of Mich, Roster of Arbitrators and Case Evaluators; Western Mich Chapter Federal Bar Assoc, Mecosta-Osceola Bar Assoc.

Charges:

Per Dien: \$800, plus actual costs and mileage per State policy
Cancel: \$400 if session cancelled less than two weeks prior to date scheduled
Other: Actual costs and mileage per State policy.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Rosenbaum, Edward
Arbitrator/Fact Finder

Business: 29485 Bermuda Ln
Southfield, MI 48076
313-963-6112

Experience:

Chartered Financial Analyst since 1969. Professor at University of Windsor, 1969-94. Professor Emeritus since 1994. Director of Study Seminar for Financial Analysts, 1969 - present. Associate Professor of Economics, School of Business & Economics, Lehigh University & Director, Study Seminar for Financial Analysts 1966-69; Director of Institute for Occupational Analysts. Economist and Financial Analyst, US Securities & Exchange Commission, 1962-66. Economic Consultant in Israel, 1959-61. Assistant Professor American University 1958-59. Instructor, Wayne State University, 1956-58.

Currently: Member arbitrator panels: New York Stock Exchange, National Association of Securities Dealers, and the American Arbitration Association. Facilitator panelist for the Oakland County Circuit Court.

Education:

University of Wisconsin, Ph.D, 1954; Detroit College of Law, J.D. 1981; University of Wisconsin, M.S., 1951; Wayne State University, B.A. 1950

Advocacy:

None.

Professional Organizations:

Michigan Bar Association; Association for Investment Management and Research; Investment Analysts Society of Detroit; IRRA (Detroit Chapter and National Organization); Economic Club of Detroit; Oakland County Bar Association.

Attended Oakland Mediation Center, 40 hr. Mediation Seminar, 1977; American Arbitration Association, Commercial Arbitrator Training, 1999; Michigan Bar Association, Mediation and Skills Building Program, 1997.

Charges:

PER DIEM: \$650.00, plus expenses

CANCEL: Fee of \$100.00 if notified 48 hours in advance; full rate if less than 48 hours notice is given.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Roumell, George T.

Attorney at Law

Business: Riley and Roumell
615 Griswold
7th Floor, Ford Bldg.
Detroit, MI 48226-3986
313-962-8255
FAX: 313-962-2937

Experience:

Attorney, Professor of Law; Partner, Riley & Roumell; Adjunct Professor of Labor Law, Detroit College of Law at MSU since 1957. Recipient Whitney North Seymour Award for Excellence in Arbitration. Author of numerous labor law articles, including Roumell's Primer on Labor Arbitration. Permanent Umpire: City of Detroit & DPOA, 1977 to present; City of Detroit/AFSCME, 1984-present; Michigan State Police Dept/FOP, 1986 to present; Permanent Regular Panel: US Postal Service & APWU, since 1995; US Postal Service & Mail Handlers since 1996; FMCS Panel; AAA, Labor Panel.

Education:

University of Michigan (BA, 1955); Harvard Law School (JD, 1954), Oxford University, England (1953).

Advocacy:

Detroit Board of Education; City of Livonia; IndependenceTownship; Manistee County Road Commission.

Professional Organizations:

President, State Bar of Michigan, 1985-86; President Detroit Bar Association, 1974-75; Member, American Bar Association; Industrial Relations Research Association.

Charges:

PER DIEM: \$800.00 Per diem for each hearing and study day.

CANCEL: If hearing is canceled within two weeks of scheduled hearing date, there will be a one day charge.

OTHER: Expenses billed at amount incurred, plus mileage where applicable.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Salamone, Philip P.
Arbitrator/Mediator

Business: Wisconsin Cheesecake Company
7111 Wall Street
Schofield, MI 54476
715-297-4970

Experience:

2007 to Present - Wisconsin Employment Relations Commission (WERC) ad hoc arbitration roster (Grievance and interest cases). Appointed to Michigan roster for grievance arbitration.

2005 to Present - Adjunct Faculty Upper Iowa University - Instructor for an undergraduate labor relations course; Ad hoc labor arbitrator; Trainer/Facilitator LMC Programs.

1986 to 2006 - Staff Representative Wisconsin Council 40, AFSCME - Primary responsibility - negotiation and administrative advocacy for over 30 public sector bargaining units in North Central Wisconsin. Principal representative in over 200 arbitration cases. This included all types of grievance cases (discipline, discharge, contract interpretation as well as 35 interest disputes).

1979 to 1986 - Local 95 UAW Janesville - Served as one of the top three elected UAW Executive Board members in a 6500 member General Motors local. Also, served as an instructing Fellow at the UAW Education Center at Black Lake, Michigan and as a Staff Intern in the Research Department at the UAW headquarters in Detroit, Michigan.

Education:

1977 to 1978 - University of Wisconsin-Madison, MS Industrial Relations (Major Emphasis-Collective Bargaining)

1971 to 1973 - State University of New York-Oneonta, BS, Political Science

1969 to 1971- Suffolk County Community College-Selden, NY, General Studies

Advocacy:

Currently no labor relations advocacy role. However, as noted above, 20 plus years of public and private sector advocacy experience.

Professional Organizations:

Wisconsin Employment Relations Commission (WERC) ad hoc Arbitration Roster.

Appointed to State Rosters in Alaska, District of Columbia, Hawaii, Illinois, Kansas, Maine, Maryland, Massachusetts, Pennsylvania and Nevada, New Jersey, Washington State.

Charges:

PER DIEM: \$850 per eight (8) hour day or part thereof for hearing, preparation and travel. Research and preparation is prorated based upon an eight (8) hour day. Travel outside the hearing date is prorated at the per diem rate.

CANCELLATION: \$850 if the scheduled hearing is cancelled with notice of less than fourteen (14) days, \$425 if less than twenty-eight (28) days. Rescheduling Fee: \$250 if less than fourteen (14) days.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Salamone, Philip P.
Arbitrator/Mediator

Business: Wisconsin Cheesecake Company
7111 Wall Street
Schofield, MI 54476
715-297-4970

OTHER: The arbitrator shall not charge any fee other than the above stated fees.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Saltzman, Gregory M.
Adjunct Research Scientist

Business: 1283 King Geroge Blvd
Ann Arbor, MI 48108-1771
734-647-2737
FAX: 734-971-7596

Experience:

Over 25 yrs of college and university teaching (Albion College, University of Michigan, Brandeis University and Ohio State University) in labor-management relations, human resource management, negotiation and dispute resolution, labor economics, and health economics. Author of scholarly publications on K-12 and higher education labor relations, Michigan public-sector labor law, health insurance and other topics.

Chair of Albion College Hearing and Grievance Committee for 4 1/2 yrs. Served as neutral chair of Formal Hearing Panel, which reached a successful settlement. Mediated a successful settlement in grievance involving a faculty member and the College President.

Chair of Albion College Budgets, Salaries, and Benefits Committee for 4 years. Successfully dealt with two budget crises in which faculty layoffs were proposed, and two rounds of major changes in the College's health insurance program. Served a dual role: communicating the administrator's concerns to the faculty and the faculty's concerns to the administration.

Education:

Univeristy of Wisconsin/Madison: M.A. (1982) Economics
Massachusetts Institute of Technology S.B. (1976) Economics
London School of Economics: Junior Year Abroad Student, 1974-75

Advocacy:

None in past five years

Professional Organizations:

Member, Labor and Employment Relations Association, 1978-present. Nominated for national executive board, 2005.

Member, Detroit Chapter, Labor and Employment Relations Association, 2007-present

A union member in a University of Michigan bargaining unit represented by the Lecturers' Employee Organization, AFT Local 6244; not an officer or advocate.

Charges:

PER DIEM: \$720 per day for hearings. Time for research, preparation of the opinion and award, and travel to and from hearing is charged at the rate of \$90 per hour or fraction thereof.

CANCELLATION: \$360 for postponement to a different day or for cancellation if notice to the arbitrator is less than 72 hours prior to scheduled start of hearing, plus \$90 per hour for any travel time already incurred or unavoidable (e.g., arbitrator's return home) at the time of notification. Applicable expenses such as airline ticket change fees or nonrefundable airfares will be charged to the parties if the hearing is postponed or canceled after the expenses are incurred.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Schwartz, Steven H.

Attorney at Law

Business: 31600 W. Thirteen Mile Road
Suite 125
Farmington Hills, MI 48334
248-626-7500
FAX: 248-626-7599

Experience:

Principal, Steven H. Schwartz & Associates, PLC, 1996-present, Attorney, Dykema Gossett, 1988-96; Executive Director, Intergovernmental Cable Communications Authority, 1987-88; Assistant Manager/Director of Personnel, City of Birmingham, 1978-87.

Considerable experience in employment relations and labor law including grievance arbitrations, mediations and Act 312 arbitrations. Represented private and public sector employers in all aspects of employment law, collective bargaining and election campaigns. Neutral mediator for Wayne and Oakland County Circuit Courts (employment panel). Represented businesses, public agencies and individuals in employment litigation (wrongful discharge, civil rights, overtime, trade secrets). Mediator/facilitator for Oakland County and other Circuit courts.

Education:

Clark University (BA-1976); University of Michigan (MA-1978); Wayne State University (JD-1988).

Advocacy:

Active practice for public and private sector employers in collective bargaining and litigation. Active practice for employees in individual matters, such as discrimination, civil rights, sales commissions, severance and non-compete agreements.

Professional Organizations:

American Bar Association; State Bar Association; Oakland County Bar Association; Michigan Public Employer Labor Relations Association; International Personnel Management Association; Labor and Employment Relations Association.

Charges:

PER DIEM: \$750.00 per day

CANCEL: Per diem cancellation fee if less than 14 days notice.

OTHER: Mileage at IRS rate; meals and motel if overnight stay.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Simpkins, J. Edward
Arbitrator

Business: P.O. Box 21609
Detroit, MI 48221
313-864-6243

Experience:

Arbitrator and Professor of Public Sector Bargaining, Division of Administrative and Organizational Studies College of Education, Wayne State University. Formerly, Chief Negotiator and Director of Labor Relations, Philadelphia Public Schools, 1971-72, Chief Negotiator and Director of Labor Relations, Baltimore Public Schools, 1973-74; Program Director of Collective Bargaining Institute and Research Associate, Harvard Graduate School of Education, 1969-71; Executive V.P. & Negotiator, Detroit Federation of Teachers, 1964-68. Arbitrator and Fact Finder since 1974.

Education:

Wayne State University, BA, 1955; Harvard University, CAS, 1969; Harvard University, EdD, 1971.

Professional Organizations:

Member, American Arbitration Association panel and Federal Mediation and Conciliation Services panel.

Charges:

PER DIEM: \$600.00 & expenses including transcript costs.

CANCEL: \$100.00

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Smith, William R.
Attorney/Arbitrator

Business: Kendricks, Bordeau, Adamini, et al
128 W. Spring Street
Marquette, MI 49855
906-226-2543
FAX: 906-226-2819

Experience:
Trial attorney in practice since 1970.

Education:
Michigan State University, BS
Wayne State University, JD

Advocacy:
Active trial lawyer for over 35 years.

Professional Organizations:
American Bar Association
Michigan State Bar Association
Marquette County Bar Association

Charges:
PER DIEM: \$800.00

CANCEL: No cancellation charge unless expenses have been incurred in regard to the same.

OTHER: Mileage will be charged at \$.45 per mile.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Spence, Howard T.

Business: Spence and Associates
1637 Willow Creek Dr
Lansing, MI 48917
517-321-8775

Experience:

Presently a neutral (Administrative Law Judge) with a state regulatory agency; appointment to American Arbitration Association Labor Panel Pending; appointed arbitrator for Western District Federal Courts. Experience in various aspects of the general practice of law, with specialization in labor and industrial relations, administrative and regulatory law, and general business law matters, and assisting with limited business establishment and licensing procedures.

Education:

JD, University of Michigan Law School, 1976; MBA, Michigan State University Graduate School of Business; MLIR, Michigan State University

Professional Organizations:

Insurance Regulatory Examiners Society (Kansas City, MO) National President, 1990-92; State Bar of Michigan; National Bar Association; Lansing Black Lawyers Association; Labor and Employment Relations Association.

Charges:

PER DIEM: \$600, plus travel expenses, if any.

CANCEL: If cancelled less than 30 days prior to hearing, \$250 plus reasonable expenses incurred. If canceled more than 30 days in advance no cancellation charge, any pre-hearing contact and preparation time prior to notice of cancellation will be billed at \$125 per hour or part hour, up to a total of 2 hours.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Sperka, Shlomo
Arbitrator

Business: Shlomo Sperka
26260 Raine
Oak Park, MI 48237
248-968-5112

Experience:

PRESENT OCCUPATION: Labor Arbitrator.

FORMERLY: Attorney, National Labor Relations Board, Seventh Region (Detroit) 1962-69; Administrative Law Judge, Michigan Employment Relations Commission, 1969-83; Director, Michigan Bureau of Employment Relations, 1983-1998. Interim Director, Master of Arts Program in Industrial Relations, Wayne State University, 1998-2000. Adjunct Professor, Wayne State University Graduate Program in Labor Relations; Wayne State University Law School. Editor "Opinions of the Michigan Employment Relations Commission;" and, "Act 312/Fact Finding Awards."

CURRENTLY: Author of articles and contributor to books on labor relations.

Education:

Wayne State University, Detroit, MI; Brooklyn Law School, Brooklyn NY; National Judicial College, Reno NV

Advocacy:

None.

Professional Organizations:

Member, National Academy of Arbitrators; Federal Mediation and Conciliation Service Labor Panel; American Arbitration Association Labor Panel; Member, Michigan Bar Association, Labor Law Section; Permanent Panel of Arbitrators: City of Dearborn and Teamsters 214; Former President, Association of U.S. and Canada Labor Relations Agencies; Member, Advisory Board, Detroit Chapter, Industrial Relations Research Association.

Charges:

PER DIEM: \$750

Hearing - One per diem per hearing day; over seven hour day, one-half per diem additional

Travel Time - Per diem fee charged for travel time in one-quarter day increments

Research, Study, Deliberations, Drafting - Per diem fee charged in one-half day increments, as expended.

CANCEL: Cancellation within 14 days of established date: full per diem; 15 to 30 days prior to hearing date: one-half per diem

Docketing Charge - Withdrawal prior to setting of hearing date or over 30 days prior to hearing date: \$200

OTHER:

Travel - Automobile mileage charged at IRS rate

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Sperka, Shlomo
Arbitrator

Business: Shlomo Sperka
26260 Raine
Oak Park, MI 48237
248-968-5112

Other - Full reimbursement - Coach fare

Accommodations and Meals - Full reimbursement

Copies, telephone, postage - normally no fee, full reimbursement for extraordinary expenses.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

St. Antoine, Theodore J.

Professor of Law

Business: University of Michigan
University of Michigan Law School
625 So. State Street
Ann Arbor, MI 48109-1215
313-764-9348

Experience:

Professor of Law, University of Michigan Law School; Dean, 1971-78; practiced law in Washington, D.C. 1958-1965. Chairman, Labor Relations Law Section, State Bar of Michigan, 1979-80; Council member, ABA Section of Labor and Employment Law, 1984 to present.

Education:

Post graduate study, University of London, labor law & economics; A.B. Fordham College; J.D. University of Michigan Law School.

Advocacy:

None.

Professional Organizations:

Member, National Academy of Arbitrators (Bd. of Govs.) 1985-88; Member, Industrial Relations Research Association.

Charges:

PER DIEM: \$600.00

CANCEL: \$400.00 if within seven calendar days of scheduled hearing.

OTHER: Available May - August.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Stewart, James A.

Arbitrator

Business: 9972 Holt Hwy
Dimondale, MI 48821
517-646-8219

Experience:

Over 26 years as human resources/labor relations professional. Former Human Resources Director/Controller-Eaton County. Chief Negotiator for contract negotiations including formal dispute resolution processes through mediation, fact finding, and Act 312. Advocate for grievance arbitration cases. Issues handled: arbitrability (timeliness; procedural, and substantive), seniority, promotion, demotion, transfer, labor, classification, bargaining unit status, probationary period, job evaluation, staffing, discrimination, sexual harassment, subcontracting, absenteeism, vacation, work rules, bereavement, shift premium, longevity, overtime, patient abuse, drugs/alcohol and discipline. Strong background in Municipal Finance: payroll, risk manager (liability insurance), pension plans, health insurance programs, workers compensation, disability, unemployment insurance and life insurance.

Education:

General Motors Institute (now Kettering University); Bachelor's Degree-Industrial Engineering
Michigan State University: Master's Degree-Labor and Industrial Relations

Charges:

Per diem fee is \$650. Any hearing day will be charge a minimum of one day. A hearing day is considered to be eight (8) hrs including travel to and from on same day. Time spent in excess of eight (8) hrs in any one day may be pro-rated, depending on the circumstances. Time spent in research, study and writing the opinion and award will be pro-rated based upon a six (6) hr day.

Cancellation: No Charges if postponed or cancelled and arbitrator receives notice at least 8 calendar days prior to scheduled date. Hearing dates cancelled less that 8 calendar days will be charged as one day.

Travel: Mileage at standard IRS rate in effect. Reimbursement at my cost for lodging, commercial transportation, rental vehicle, tolls, parking and meals if appropriate.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Stieber, Jack

Professor

Business: Professor/Arbitrator
231 Lexington
East Lansing, MI 48823
517-337-2378
FAX: 517-336-7035

Experience:

Professor and former Director, School of Labor and Industrial Relations, Michigan State University.

Arbitrator since 1956 in steel, auto parts, chemicals, rubber, textiles, food processing, electrical products, utilities, foundries, telephone, paper and machine tool. Permanent arbitrator, City of Flint and International Association of Firefighters, State Police and MSPTA.

Formerly: Exec. Secretary, President's Labor-Management Advisory Committee, 1962; Chairman, Governor's task force on labor, 1959; Faculty, Harvard Business School, 1954-56; Exec. Asst., CIO members, Wage Stabilization Board, 1951-52.

Author: books & articles. Distinguished Faculty Award, MSU, 1974. Publications: Public Employee Unionism; Steel Industry Wage Structure; Governing the UAW.

Education:

Harvard University, PhD, 1956.

Advocacy:

None.

Professional Organizations:

IRRA, National Academy of Arbitrators; President, IRRA, 1983.

Charges:

PER DIEM: \$600.00 Effective 01/01/02: \$700.00

CANCEL: One day per diem if canceled or postponed less than 15 days before scheduled hearing.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Stratton, Steven B.
Labor Relations Director

Business: Ferrish State University
Ferris State Univ/McKessy House
120 E. Cedar St.
Big Rapids, MI 49307-2202
231-591-3894
FAX: 231-591-2086

Experience:

Labor Relations Director/Arbitrator/Fact Finder.

Over 27 years as labor relations professional; former Human Resources Director-Genesee County; former Labor Relations Director-City of Flint; former Arbitration Department Director-AFSCME Council 25; Chief Negotiator for over 300 separate contract negotiations including formal dispute resolution processes through state and federal mediation agencies, fact finding and Act 312.

Advocate for over 1000 grievance arbitration cases; advocate for dozens of cases before MERC, NLRB and Civil Service. Issues handled as an advocate include, but not limited to: arbitrability (timeliness, procedural and substantive), seniority, promotion, transfer, layoff, classification, bargaining unit status, probationary period, job evaluation, staffing, discrimination, workers' compensation, disability, productivity standards, route size, subcontracting, no fault absenteeism, vacation, work rules, wage inequity, bereavement, shift premium, longevity, overtime, pension, life insurance, health benefits, oral counseling, reprimand, suspension and discharge, drugs/alcohol, patient abuse and Act 312.

Education:

Mott Community College (Labor Studies)
George Meany Center for Labor Studies

Advocacy:

Currently Labor Relations Director at Ferris State University.

Professional Organizations:

Arbitration Panels: MERC, AAA FMCS - currently inactive due to advocacy status

Charges:

Per Diem: \$800.00. Any hearing day will be charged a minimum of one day. A day is considered to be eight (8) hours including travel to and from the hearing location on the same day of the hearing. Time spent in excess of eight (8) hours in any one day may be prorated, depending upon the circumstances. Time spent in research, study and writing the opinion and award will be prorated based on a six hour day. Charges will be billed from the office nearest the hearing locale.

Travel: Mileage will be charged at the standard IRS rate in effect when utilizing my personal vehicle. Reimbursement at my cost will be charged for lodging, commercial transportation, rental vehicle, tolls, parking and meals if appropriate. Per diem for travel that is necessary on days other than the hearing date will be prorated.

Cancellation Fee: No charges if a hearing date is postponed or cancelled and the arbitrator receives notice eight (8) or more calendar days prior to the scheduled date. Hearing dates postponed or cancelled with less than eight (8) calendar days notice to the arbitrator will be charged as one day.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Sucher, Bruce A.

Business: May and Sucher, PLLC
5777 W. Maple Rd
Suite 180
West Bloomfield, MI 48322
248-539-8483
FAX: 248.539.3860

Experience:

Attorney in law practice consisting of matters in the areas of labor and employment.
Collective bargaining in the public sector.

Education:

Michigan State University, B.A. August 1971
University of Louisville, J.D. June 1974

Advocacy:

Representation of employers for over 10 years in both public and private sector.

Professional Organizations:

MPELRA, State Bar of Michigan, Oakland County Bar Association, Indiana State Bar Association,
Industrial Relations Research Association, Southeast Michigan Labor-Management Committee

Charges:

\$650 per day, Travel @ .35/mile, cancellation fee less than 14 days to hearing \$500. After
hearing date set but prior to 14 days - \$100.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Tanzman, David S.

Business: David S. Tanzman, Arbitrator
25539 Briar Dr
Oak Park, MI 48237
248-968-7022

Experience:

Arbitrator since 1974.

Former Mediator and Assistant Regional Director, Federal Mediation and Conciliation Service, 1948-1979. Since that time, Mediator, Arbitrator, and Instructor in the field of labor management relations both in the public and private sectors; both in contract and grievance dispute resolution. Former program Director of Wayne State University, University of Michigan Institute of Labor and Industrial Relations.

Founder and past president of the Society of Professionals in Dispute Resolution. Appointed to Michigan Employment Relations Commission by Governor Blanchard, 1983; served as MERC Chairperson from 1986 until retirement in 1992.

Education:

BA Liberal Arts, Wayne State University Phi Beta Kappa

Advocacy:

None.

Professional Organizations:

National Academy of Arbitrators; American Arbitration Association and Society of Professionals in Dispute Resolutions

Charges:

PER DIEM: \$600 - \$750

CANCEL: \$500.00 within two calendar weeks of hearing date.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Van Dagens, Kathryn A.
Arbitrator/Fact Finder

Business: Attorney at Law
PO Box 27383
Lansing, MI 48909
517-381-1390
FAX: 517-381-1391

Experience:

Extensive private practice exclusively in labor and employment law. Arbitrator - Attorney 1997 to present.

Formerly: White, Przybylowicz, Schneider & Baird, P.C., 1988-1997; Foster, Swift, Collins & Coey, 1986-1988.

Education:

University of Michigan Law School, JD, May, 1986;
Michigan State University, BAJ, with honor, June, 1983.

Advocacy:

None.

Representation of union, individual and management clients in all aspects of labor & employment law.

Professional Organizations:

American Arbitration Association Panel of Labor Arbitrators; Federal Mediation and Conciliation Service Panel of Labor Arbitrators;
Michigan Employment Relations Commission Panel of Arbitrators and Fact Finders.

State Bar of Michigan, Labor and Employment Law and Alternative Dispute Resolution sections; Mediator, Labor and Employment Section of Ingham County Bar Association; Secretary of Mid-Michigan Chapter of Industrial Relations Research Association.

Charges:

PER DIEM: \$600

CANCEL: 1/2 per diem if cancellation occurs within two weeks of hearing date.

OTHER: None

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Verbeek, Carl E.

Attorney

Business: Varnum Riddering Schmidt & Howlett
PO Box 352
Grand Rapids, MI 49501-0352
616-336-6622

Experience:

Attorney, firm of Varnum, Riddering, Schmidt and Howlett, since 1962. Extensive experience in labor-management relations including contract negotiation and arbitration primarily representing management. Issues include arbitrability, contract interpretation, application, discharge, discipline, discrimination, job bid/posting, layoff, bumping, recall, management rights, overtime, seniority/ability. Industries: auto, bakery, metal, paper, broadcasting, furniture, health care, manufacturing, service industry and transportation.

Education:

Hope College, AB, 1959; Indiana University School of Law, JD, 1962.

Advocacy:

Extensive experience in labor-management relations including contract negotiation and arbitration, primarily representing management.

Professional Organizations:

State Bar of Michigan, Labor Law Section and member of Attorney Grievance Commission; American Bar Association, Member of Council of the Labor Law Section; Alternative Dispute Resolution Committee, Industrial Relations Research Association, Adjunct Professor Labor Law, Michigan State University School of Labor and Industrial Relations. Member: College of Labor and Employment Lawyers.

Charges:

PER DIEM: \$700.00

CANCEL: Per diem cancellation fee within one week of hearing.

OTHER: Participant for ABA in Due Process Protocol Task Force.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Vlasticak, James A.

Business: 6431 Rose Arbour Ave
Kalamazoo, MI 49009
269-217-4056

Experience:

Presently: Mediator, Arbitrator, Litigation Consultant; 25 yrs in the field of labor relations, fair employment practices, and civil rights in the workplace.

PUBLIC SECTOR: Member of bargaining team for the collective bargaining for a number of school districts and involved in litigation of employment rights and practices.

PRIVATE SECTOR: Have been chief spokesman and member of bargaining teams with the Teamster, UAW, IBEW, United Rubber Workers and the Allied Industrial Workers Union. Designed and implemented comprehensive fair employment programs in a number of states throughout the country, including a unique formal grievance & hearing procedure for a group of non-union employees. Presented over 30 arbitrations as an advocate. Trained as an arbitrator by John Phillip Linn.

Education:

Western Michigan University, BS, Psychology; M.A. Counseling & Personnel; University of Denver School of Law, JD with emphasis in Labor and Employment Law

Advocacy:

None

Professional Organizations:

Michigan Employment Relations Commission;
American Arbitration Association

Charges:

PER DIEM: \$720 \$.50/mile plus travel expenses

CANCELLATION: One Per Dien if cancelled or postponed less than 14 days before scheduled date. No charge if I am able to schedule another engagement.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Waldeck, Jane L.

Business: 5823 Franklin St.
Spruce, MI 48762
989-727-8103

Experience:

Director of Human Resources, Borgess Medical Center, Kalamazoo, MI 1976-86. Third and final step prior to arbitration in the grievance procedure delineated in four labor contracts; MNA, SEIU, Food Service and Public Safety (approx. 110 employees). Cranbrook Educational Community, Bloomfield Hills 1987-1991. Director of Human Resources. Final step in arbitration for SEIU and POLC. Macomb Community College, Warren, MI 1991-99. Director of Personnel and Benefits Administration.

Education:

Western Michigan University, Masters Public Administration, 1985

Advocacy:

None.

Professional Organizations:

Formerly President Michigan Community College Personnel Administration and President, Hospital Personnel Association

Charges:

PER DIEM: \$650.00

CANCEL: If cancellation occurs within 2 to 3 weeks of the date of the hearing, one day per diem will be charged.

OTHER: Travel expenses.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Widgeon, Betty R.
Attorney/Arbitrator

Business: PO Box 3500
Ann Arbor, MI 48106-3500
734-747-8957

Experience:

Fourteen years practicing attorney. Eleven years as trial judge and Visiting Judge throughout Southeast Michigan, rendering hundreds of bench decisions/opinions. Labor & Employment Arbitrator since 1999. Issues include: Absenteeism, Affirmative Action, Arbitrability, Conduct, Contract Interpretation, Demotion, Discipline (suspension/discharge), Discrimination (race/disability/gender), Drugs/Substance Abuse, Fights/Altercations, Hiring, Holiday Pay, Insubordination, Job Performance, Layoffs/Bumping/Leave Recall, Management Rights, Negligence/Carelessness, Past Practices, Promotion, Performance Appraisal, Personal Conduct, Promotion/Upgrading, Religion, Safety/Health Conditions, Sexual Harassment, Sick Time/Sick Pay, Transfers, Overtime, Vacation/Holiday Pay, Work Assignment.

Education:

University of Michigan, Law School J.D., 1980
Wake Forest University Graduate School, MA Ed, 1975
Wake Forest University BA, 1974

Advocacy:

Have not been Advocate for Labor or Management within previous five (5) years.

Professional Organizations:

State Bar of Michigan, LERA, National; LERA, Detroit Chapter
LERA Mid-Michigan Chapter, FMCS Labor Panel, AAA Employment Panel; Greenhills School-Trustee;
Huron Valley Girl Scouts, Life Member.

Charges:

PER DIEM: \$800.00

CANCEL: One day's per diem (\$800) if cancellation within 14 days of the scheduled hearing date.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Wilson, Gail M.

Business: 17561 Coral Gables
Lathrup Village, MI 48076
313-410-2333

Experience:

Business: Government (State); Government (Local); Education (K-12); Education (College & University); Steel; Manufacturing; Transportation; Health Care; Police & Fire; Corrections; Skilled Trades.

Experience: Discipline & discharge; benefits; leaves of absence; seniority; contracting-out; hours of work; longevity; job assignments; transfers and promotions; family medical leave; religious accommodation; discrimination; performance evaluations; compensation; working conditions; leave days; management rights; job bidding; job descriptions; vacancies; layoff and recall; demotion; attendance; holidays; probationary periods; substitutes and temporary personnel; temporary assignments; retirement; maintenance of conditions.

Education:

LLM (Labor and Employment), Wayne State University; JD, University of Detroit; AB, University of Detroit

Advocacy:

AFSCME, Michigan Council 25 and its affiliated locals; United Steelworkers of America and its affiliated locals; UAW International Union and its affiliated locals; Wayne State University; Ohio Education Association; Detroit Police Officers Association; Toledo Police Officers Association; American Federation of Teachers; United Food and Commercial Workers, Local 951.

Professional Organizations:

American Arbitration Association; State Bar of Michigan; Society of Human Resources Management; Human Resources Association of Greater Detroit.

Charges:

CHARGES: \$100.00 per hour

PER DIEM: \$650.00

CANCELLATION: \$650.00 if cancelled 1-15 days prior to scheduled hearing; \$350.00 if cancelled 16 or more days prior to scheduled hearing.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Wojcik, Michael A.

Labor Arbitrator

Business: 2242 Keim Road
Naperville, IL 60565
630-738-0807

Experience:

2002-Present: Labor & Employment Arbitrator

1976-2002: Served in several leadership capacities for Exelon Corp, including labor and employee relations, human resources and customer operations. Administration functions with responsibility for grievance and arbitration administration. Negotiated numerous collective bargaining agreements with IBEW and USWA local unions. Developed and delivered union-management relationship training to first line supervisors & mid-level manager. Panel member on tri-partite arbitration proceedings.

1969-1976: Member of Retail Clerks Union 1550 in Chicago. Served as store steward in union organization.

As an arbitrator and former advocate for both labor and management have knowledge and experience in all aspects of labor relations issues, including (but not limited to) discharge and discipline, work jurisdiction and rules, pay and benefits, promotion and demotion, attendance and absenteeism, seniority, layoffs/bumping/recall, bargaining unit work and management rights.

Education:

University of Illinois, BS Accounting
Chicago Kent College of Law
Center for Conflict Resolution, Chicago

Advocacy:

Have been a neutral for over six (6) years.

Charges:

Per Diem: \$950

Cancellation Fee: If the scheduled hearing is postponed or cancelled with notice of less than three calendar weeks (or twenty one days), the per diem rate for each day of the scheduled hearing will be charged.

Expenses: Charges are made for actual cost of necessary and reasonable expenses, including transportation, food and lodging, etc.

Travel Time: The Arbitrator charges per diem fee for any portion of a travel day up to eight hours on non-hearing days. The fee is prorated.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Wolkinson, Benjamin W.

Professor

Business: MSU, Sch. of Labor & Ind. Rel.
28550 Tavistock Trail
Southfield, MI 48034
517-353-1696

Experience:

Industrial Analyst with National Labor Relations Board, 1967-69; Conciliator, Equal Employment Opportunity Commission, 1970-71; Panel Member/Hearing Officer, Michigan Civil Service Commission, 1974-Present; Professor, School of Labor & Industrial Relations, Michigan State University, 1971-Present.

Panel Member: University of Michigan & AFSCME Council 25; Hurley Hospital & AFSCME Council 25; Oakland County & Oakland County Deputy Sheriff's Assn; Michigan State Police & MSTPA; Central Michigan University & MEA; Mundy Township & MAP (300 awards issued).

Attended workshop training seminars for arbitrators sponsored by the National Academy of Arbitrators and the Michigan Employment Relations Commission.

Author of employment and labor publications which include "Disabled Workers", Chapter 23, Labor & Employment Arbitration April 2004 (Matthew Bender); "The Arbitration of Work Family Disputes", Dispute Resolution Journal, American Arbitration Assn, August 2004; "Mental Fitness for Duty Examinations Under the ADA", Employee Relations Law Journal, Summer 2003; "Employment Law: The Work Place Rights of Employers & Employees", Blackwell 2002.

Issues: Contract interpretation, discharge & discipline, sick leave, new or reopened contracts, transfer, overtime pay, holidays & holiday pay, rate of pay, discrimination, assignment of work, arbitrability of grievances, job description, seniority, insubordination, rules violations. Numerous arbitration cases in public/private sector.

Education:

BA, Economics, George Washington University 1966;
MA, Industrial Relations, University of Chicago, 1969;
PhD, Industrial Relations, Cornell University, 1972.

Advocacy:

None.

Professional Organizations:

Member, National Academy of Arbitrators, Industrial Relations Research Association, Society of Professionals In Dispute Resolution, Federal Mediation & Conciliation Service, American Arbitration Association.

Charges:

PER DIEM: \$750.00

CANCEL: Per diem fee for any cancellation or postponement for which I have been provided

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Wolkinson, Benjamin W.

Professor

Business: MSU, Sch. of Labor & Ind. Rel.
28550 Tavistock Trail
Southfield, MI 48034
517-353-1696

less than 7 days notice.

OTHER: (Have other scheduled fees)

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Zatkoff, Kenneth W.

Esq.

Business: Dean & Fulkerson, P C
801 W Big Beaver, 5th Flr
Troy, MI 48084-4767
248-362-1300
FAX: 248-362-1358

Experience:

Attorney since 1986 specializing in labor and employment law. Arbitrator, fact finder, since 1996 has served as grievance committee co-chair and tripartite arbitration panel member for National Automobile Transporters and Teamsters Union, negotiation of numerous private and public sector collective bargaining agreements, including negotiation of national multi-employer agreements. Extensive experience in arbitrations, Act 312, MERC proceedings, NLRB matters and litigation on behalf of both private and public sector employers, employees and unions. Represented Police Officers Labor Council and other public sector unions 1986-1996. Experienced in a variety of industries and public employment settings including automotive, construction, manufacturing, grocery, police, fire, road commission, office, clerical, transportation and public utilities.

Education:

Graduate Oakland University, BA; Detroit College of Law, JD

Advocacy:

Labor and employment attorney representing both private and public sector employers and employees in all phases of employment law.

Professional Organizations:

Michigan Bar Association, Labor and Employment Section; Industrial Relations Research Association, Detroit Chap.

Charges:

Per Diem: \$650

Cancel: Per Diem cancellation/postponement if less than 30 days notice, \$100 if more than 30 days notice.