

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Amar, James
Arbitrator

Business: 9650 Red Maple
Plymouth, MI 48170
734-459-7161

Experience:

Served as Labor Mediator and Labor Mediation Supervisor for the Bureau of Employment Relations. Assisted and prepared agency budget. Mediated over 1300 disputes involving employers and unions in the following: Public Safety, Public Education including K-12, Higher Education, and Community Colleges; Manufacturing, Building Trades, Horse Racing, Health Care, and the Hospitality Industry; Served as union official for AFSCME and the International Association of Fire Fighters. Conducted union representation elections and pre-election conferences. Consulted and advised labor management attorneys, labor arbitrators, union representatives and members of the public on matters and policies administered by MERC. Appeared as a speaker and panelist before college classes, civic groups, professional, labor and employer organizations.

Education:

Masters Degree: Labor and Industrial Relations, Michigan State University.
Bachelor of Science: Eastern Michigan University

Advocacy:

NONE

Professional Organizations:

1979-2012: Association of Conflict Resolution; Labor and Employment Relations Assoc. (served as president); American Arbitrations Assoc. (past member); Society of Professionals in Dispute Resolution; Assoc. of State Employees in Management; Michigan Assoc. of Government Employees.

PUBLISHED ARTICLES

2011 "Emergency Managers, Fiscal Accountability, And Labor Mediation
Labor and Employment Law Notes
Labor Law Section, State Bar of Michigan
2010 "Grievance Mediation by MERC Mediators"
Labor and Employment Law Notes
Labor Law Section, State Bar of Michigan
1996 "Labor And Management Bargaining Practices"
Labor and Employment Law Notes
Labor Law Section, State Bar of Michigan
1978 "Pay Parity Between Police And Firefighters"
The Journal of Collective Negotiations in the Public Sector

PRESENTATIONS

1982-2011 Public Sector Collective Bargaining
Michigan Law Enforcement Training for Supervisors
Eastern Michigan University
Win-Win Bargaining
California Foundation for Improvement of Employer-Employee Relations
Oakland, California
Interest Based Bargaining
Michigan Education Association State Wide Conference
Dearborn, Michigan
Mock Mediation of an Interest Arbitration Dispute
Michigan Public Employer's Labor Relations Association
Belle Air, Michigan

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Role of a Mediator in Labor Disputes
University Of Detroit - Mercy College
Detroit, Michigan
3rd Party Roles in the Public Sector
Changing Nature of Public Sector Collective Bargaining
Michigan State University
The Role and Function of A Labor Mediator and How to Use The Process of Mediation
Michigan Education Association Annual State Wide
Collective Bargaining Conference
Detroit and Dearborn, Michigan
Mediation and Fact Finding
AFSCME Annual Training and Workshop Conference
Detroit, Michigan
The Role of Mediation
Government Administrators Association Leadership Conference
Detroit, Michigan

Charges:

Grievance Arbitration:
Per Diem and Fees: \$750 per 6 hour hearing day; writing, research, preparation pro-rated
at per diem rate.

Interest Arbitration and Fact Finding: Applicable rate established by MERC.

Cancellation:
\$500 within 48 hours of hearing;
\$250 if notice is received between/after 48 up to 120 hours; \$750 plus expenses if
cancelled at hearing.
Postponement or adjournment: \$150 between/after 48-120 hours; \$500 if less than 48 hours.

Expenses:
Travel Time: pro-rated per Diem rate if more than 200 miles round trip.
Meals: no charge; Lodging: \$85 per night if necessary; Mileage: \$.50 per mile
Copying and transcripts: actual cost.