

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:

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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:

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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). Arbitral 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, IRRRA; 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.

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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.

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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.

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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, IRRRA, 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:

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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

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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

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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.

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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.

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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:

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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.

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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.

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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.

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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

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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.

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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

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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.

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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:

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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:

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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; AT7T 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

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

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

Groty, 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

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 IRRRA 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

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

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

Klein, Bernard W.
Professor

Business: Arbitrator, Fact Finder
27528 Echo Valley E.
Farmington Hlls, MI 48334
248-489-5958

Experience:

Professor Emeritus of Political Science; Former Interim Chancellor, University of Michigan-Dearborn. Former Interim Provost Wayne State University. Former V.P. for Administration - WayneCounty Community College. Former City Controller, City of Detroit. Former Assistant Director, Michigan Workers' CompensationDept; Former Member of Faculties of University of Missouri, Michigan State University, Wayne State University, & University ofMichigan. Published several articles on public service and workof administrative agencies.

Education:

A.B. Brooklyn College, 1950; M.A. University of Missouri, 1954;Ph.D. Michigan State University, 1966.

Advocacy:

None.

Professional Organizations:

American Political Science Association; American Society forPublic Administration; American Arbitration Association; Industrial Relations Research Association.

Charges:

PER DIEM: \$500.00

CANCEL: No charge if notified at least 24 hours before hearing date.

OTHER: One study day for each hearing day.

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Kotch, Martin L.
Arbitrator

Business: 31084 Rivers Edge Ct
Beverly Hills, MI 48025
248-642-6645

Experience:

Arbitrator, 1980 to present. Permanent Umpire, Detroit Free Press and Newspaper Guild, Local 22. Experience in labor arbitration in a variety of industries and public employment settings including steel, transportation, paper, education, police. Professor of Law at Detroit College of Law, 1972-present. Teach courses in labor arbitration, employment relations law. Hearing referee, Michigan Department of Civil Rights, 1975-present.

Education:

JD, 1961, New York University School of Law; BA, 1958, University of Miami

Advocacy:

None.

Professional Organizations:

Member, New York and Michigan Bar, IRRA, SPIDR

Charges:

PER DIEM: \$450.00

CANCEL: With 48 hours notice, cancellation fee of one day per diem.

OTHER:

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Kovinsky, Allen J.
Esq.

Business: Sommers Schwartz, PC
2000 Town Center, Suite 900
Southfield, MI 48075
248-355-0300
FAX: 248-936-2142

Experience:

Arbitrator since 1975. On Michigan Employment Relations Commission and American Arbitration Association Panels. Have heard cases in the auto, steel, meatpacking, beverage, nursing and numerous other industries as well as governmental. Attorney for labor and management for thirty-five years.

Education:

Graduate Mumford High School 1954; University of Michigan, 1958; Wayne State University Law School 1961, JD with High Distinction.

Advocacy:

Michigan Independent Oil Workers Union; City of Taylor; Township of Van Buren; 43rd District Court

Professional Organizations:

Winner three year graduate and professional scholarships; Winner Arthur Lederle Scholarship; Winner Silver & Gold Keys Junior and Senior years; J.D. with High Distinction.

Charges:

PER DIEM: \$700.00

CANCEL: No charge, administrative time or other non-hearing charges. Charge for hearing, review of briefs, research & preparation of opinion.

OTHER: Mileage \$.25/m

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

Lumberg, Eugene
Attorney at Law

Business: 7001 Orchard Lake Rd.,
Ste.430
West Bloomfield, MI 48322
248-626-8383
FAX: 248-626-0751

Experience:

Former union attorney for police departments of Oak Park, Farmington, Berkley. Former City Attorney for City of Clawson and former assistant city attorney for City of Southfield. Formerly engaged in labor matters on behalf of both union and management. General trial work, tri-county area. Former Oakland County assistant prosecutor.

City Prosecutor for the Cities of Oak Park and Huntington Woods. Neutral mediator and arbitrator in tri-county area for circuit courts as well as private arbitration.

Education:

Wayne State University, B.S.; Wayne State University, J.D.

Advocacy:

None. I no longer engage in advocacy for either union or management, nor do any labor work.

Professional Organizations:

State Bar of Michigan; Former President of Southfield Bar Association; Former President of South Oakland Bar Association.

Charges:

PER DIEM: \$650.00 plus travel and lodging.

CANCEL: \$150.00 if notified 48 hours in advance; \$300.00 if less than 48 hours notice given. Canceling party will be responsible for fee.

OTHER: None

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; IRRRA; 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

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

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

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

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; IRRRA (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; Independence Township; 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

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

Schneider, Karen Bush
Attorney

Business: White Schneider Baird Young Chiodi
2300 Jolly Oak Rd
Okemos, MI 48864-4597
517-347-7233
FAX: 517-349-8295

Experience:

Associated with Foster, Swift, Collins & Smith upon graduation from law school in 1976. Promoted to partner of firm in 1982. Practice was substantially devoted to employment law, including representation of employers, labor organizations, and individual employees. In 1988, began own law firm with practice limited to employment law matters. Experience before all levels of state court, National Labor Relations Board, Michigan Employment Relations Commission, Michigan Employment Security Commission, Department of Labor, Civil Service, and have acted as arbitrator in numerous cases since 1986. Currently represent both employer & labor organizations on employment matters requiring legal assistance.

Education:

J.D. Notre Dame Law School, 1976; B.A. University of Notre Dame, 1973.

Advocacy:

Major labor client is Michigan Education Association. Management clients include banks, hospitals, retail chains, light & heavy industry and professional corporations in the private sector. 80%

Professional Organizations:

State Bar of Michigan (Judicial Qualifications Committee); Michigan State Bar Foundation (Fellow); American Lung Association of Michigan (Board of Directors); Capitol Area Humane Society (Board of Directors).

Charges:

PER DIEM: \$700.00, plus travel expenses.

CANCEL: \$100 cancellation/postponement; 15-30 days notice \$50; less than 14 days = full per diem

OTHER: Expenses for transportation, hotel, meals, actual.

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

Stevenson, A. Robert
Arbitrator/Fact Finder

Business: Mediation Plus, LLC
1252 E. Indian Mound
Bloomfield Hill, MI 48301
248-644-1001

Experience:

Mediation Plus, Principal, with Thomas L. Gravelle. Handling about 100 mediations a year with an 85% success rate.

Prior: Public Sector Consultants, Lansing; Kmart Corporation, Vice-Pres Public Affairs, Labor Attorney.

Currently: Mediator at Oakland Mediation Center and National Center for Dispute Settlement; Facilitator for Oakland Circuit Court and 46th District Court Member, NASD Regulations, Inc. Board of Arbitrators; NASD Regulations Mediator.

Education:

AB, Kenyon College (Economics); LLB, University of Detroit School of Law; LLM, Wayne State University School of Law (Labor); Mediation Training

Advocacy:

None.

Professional Organizations:

Michigan Bar Association

Charges:

PER DIEM: \$400

CANCEL: 1/2 per diem fee if canceled within one week of hearing.

OTHER:

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

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

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

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.