

Bureau of Employment Relations
MERC PANEL MEMBER BIOGRAPHY

Hartfield, Edward F.
President, Hartfield Group

Business: 19905 Gaukler St.
St. Clair Shores, MI 48080
586-419-7417

Experience:

1976-Present: Full time mediator, arbitrator, facilitator, fact-finder, labor management trainer, election officer.
Member, Federal Service Impasses Panel: 1994-2001 & 2008-Present: Mediate, arbitrate, and fact find cases in the federal government and military.
Private Arbitration & Mediation: 1988-present. National Center for Dispute Settlement & Hartfield Resolution Group
Federal Mediator: 1979-1988: Commissioner, Federal Mediation & Conciliation Service
State Mediator: 1976-1978: New Jersey Office of Dispute Settlement
Impartial Election Officer: International Brotherhood of Teamsters, 2005-present.
Ombudsman: New Jersey Office of Citizen Complaints, 1974-75.
Industries: Aerospace, Agriculture, Automotive, Bakery, Beverage, Chemicals, Communications, Construction, Education, Federal Sector, Food, Foundry, Grain Mill, Health Care, Higher Education, Hospitals & Nursing Homes, Machinery, Maritime, Nuclear Energy, Organizations, Plumbing, Prison Guard, Public Sector, Pulp & Paper, Transportation, Utilities
ISSUES: Affirmative Action; Absenteeism, Bargaining Unit Work, Conduct (Off Duty); Discipline (Discharge); Discipline (Non-Discharge); Age Discrimination; National Origin Discrimination; Racial Discrimination; Drug/Alcohol Offenses; Grievance Mediation Job Posting/Bidding; Job Classification; Leave; Jurisdictional Dispute; Management Rights; Official Time; Performance Review & Promotion, Safety & Health; Sexual Harassment; Subcontracting/Contracting Out; Uniforms & Dress Codes, Work Hours, Schedules, & Assignments
Panel Assignments: Federal Mediation & Conciliation Service, Michigan Employment Relations Commission; Iowa Public Employment Relations Board; National Mediation Board

Education:

M.A., International Economics & Political Science, University of Detroit, 1994.
B.A., Sociology & East Asian Studies, Oberlin College, 1972.

Advocacy:

None

Professional Organizations:

Society of Professionals in Dispute Resolution, Past International President, 1990-91, Board of Directors, 1982-1992, Member, 1976-1992; Association for Conflict Resolution, Southeast Michigan Chapter, President, 2013-2014, Board of Directors, 2012-13; Labor and Employment Relations Association, President, 2011-2012, Detroit Chapter, Board Member since 2008, member since 1980; State Bar Committee on Alternative Dispute Resolution, Past Adviser; Michigan Supreme Court Committee on Mediation, Past Member; Michigan State Court Administrative Office Committee on Confidentiality; Engineering Society of Detroit, Member since 2008

Charges:

Per Diem: \$900 for each day of hearing, research, & writing
Cancellation: ½ day for each day of hearing scheduled within 21 days of hearing; 1 full day for each day of hearing scheduled within 7 days of hearing