

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

Hotchkiss, Lane

**Business:** Lane Hotchkiss Trng & Consltg, PLLC  
810-397-7209

**Experience:**

Business: Facilitator, 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. (7) Facilitation and facilitation trainer for over 20 years. (8) Experience with courtrood trials and unfair labor practice charge hearings.

**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:**

Per Diem: \$1,500 for each day of hearing or facilitation and for each day of research-writing decision or facilitation work away from site. Infrequent half-days are \$1,000. Cancellations: \$1,000 if less than two weeks advance written notice. Other: \$1,000 per day of travel if travel is required on day(s) other than hearing, facilitation, or training days.